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MINUTES
OF THE PROCEEDINGS
OF THE
BOARD of EDUCATION
OF THE
CITY OF HAMILTON
1986



D. G. Seldon Printing, Limited
Printers

INDEX

TO THE

MINUTES OF THE MEETINGS

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THE BOARD OF EDUCATION

1985 - 1986

Trustees Elected by Public School Electors

Ward No. 1—	MRS. M. S. BASKIN	Term ends	1988	11	30
" "	1—R. D. McMURRICH	" "	1988	11	30
" "	2—MRS. L. VINE	" "	1988	11	30
" "	2—R. WEBB	" "	1988	11	30
" "	3—MRS. S. M. BELL	" "	1988	11	30
" "	3—J. RUDDLE	" "	1988	11	30
" "	4—R. E. MULHOLLAND	" "	1988	11	30
" "	4—MRS. R. VAN HORNE	" "	1988	11	30
" "	5—CANON J. H. ROGERS	" "	1988	11	30
" "	5—MISS M. CUNNINGHAM	" "	1988	11	30
" "	6—MRS. J. L. DEANS	" "	1988	11	30
" "	6—MRS. M. E. LOWE	" "	1988	11	30
" "	7—MISS H. DETWILER.....	" "	1988	11	30
" "	7—P. C. KENNEDY	" "	1988	11	30
" "	8—MRS. M. C. CLARKE.....	" "	1988	11	30
" "	8—W. R. HICKS	" "	1988	11	30

Trustees Elected by Separate School Electors

A. V. DI IANNI.....	Term ends	1986	12	31
J. C. FLAHERTY.....	" "	1986	12	31
C. P. FROSINA	" "	1986	12	31
T. J. GALLAGHER	" "	1986	12	31
G. MACALUSO	" "	1986	12	31
D. C. MAGUIRE	" "	1986	12	31

OFFICERS OF THE BOARD

- A. J. KREVER, B.A., M.Ed.....Director of Education and
Chief Executive Officer
- R. S. CARTMELL, B.A..... Secretary-Treasurer and
Business Administrator
- C. G. W. McKAGUE, B.A., M.Ed., M.S., (Ed.)Superintendent
of Curriculum and
Special Services
- K. A. RIELLY, B.A., B.Ed., M.S. (Ed.).....Superintendent
of Operations

ORGANIZATION OF THE BOARD

RUTH VAN HORNE, CHAIRMAN

ANGELO DI IANNI, VICE-CHAIRMAN

EDUCATION MANAGEMENT COMMITTEE

Trustees M. Baskin, M. C. Clarke, J. Deans, A. Di Ianni, T. Gallagher, P. Kennedy, M. Lowe, D. Maguire, J. Ruddle, L. Vine, R. Webb, Chairman of the Business Management Committee, R. Van Horne (Chairman of the Board).

BUSINESS MANAGEMENT COMMITTEE

Trustees S. Bell, M. Cunningham, H. Detwiler, J. Flaherty, C. Frosina, W. Hicks, G. Macaluso, R. McMurrich, R. Mulholland, J. Rogers, Chairman of the Education Management Committee and R. Van Horne (Chairman of the Board).

FRENCH LANGUAGE ADVISORY COMMITTEE

Trustees A. Di Ianni, L. Vine and R. Van Horne (Chairman of the Board) and six elected French-speaking ratepayers.

TRAINABLE RETARDED CHILDREN'S ADVISORY COMMITTEE

Trustees J. Deans, J. Rogers and R. Van Horne (Chairman of the Board) and three members to be appointed by the local Association for the Mentally Retarded.

SUPERVISED ALTERNATIVE LEARNING FOR EXCUSED PUPILS COMMITTEE

Trustees M. C. Clarke, H. Detwiler, W. Hicks, D. Maguire, J. Rogers and R. Van Horne (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE

Trustees M. Baskin, M. Cunningham, C. Frosina, P. Kennedy, R. McMurrich, J. Ruddle and R. Van Horne (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees M. Baskin, G. Macaluso and R. Van Horne (Chairman of the Board), one member of the French Language Advisory Committee, one or more members who are French-speaking ratepayers, one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

BUDGET REVIEW COMMITTEE

All the members of the Board.

MINUTES
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON
1986

INAUGURAL MEETING

Board Room,
Education Centre,
1985 12 02.

The Board met with Mr. R. S. Cartmell, Secretary-Treasurer and Business Administrator, presiding.

Present: Trustees Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddie, Van Horne, Vine and Webb.

Mr. Cartmell read the following results as received from Mr. E. A. Simpson, City Clerk:

"I, Edward A. Simpson, Clerk of the City of Hamilton, in the Regional Municipality of Hamilton-Wentworth, do hereby certify under my hand and seal that the following persons have been duly elected to be members of the Board of Education for the City of Hamilton for the years 1986, 1987 and 1988."

Members Elected by Public School Electors

- Ward 1 — Marjorie Baskin, Bob McMurrich
- Ward 2 — Robb Webb, Lillian Vine
- Ward 3 — Sandi Bell, Jim Ruddie
- Ward 4 — Ray E. Mulholland, Ruth Van Horne
- Ward 5 — Margaret Cunningham, Joe H. Rogers
- Ward 6 — June L. Deans, Marion Lowe
- Ward 7 — Helen Detwiler, Peter Kennedy
- Ward 8 — Mary Caye Clarke, Wes Hicks

Members Elected by Separate School Electors

Dominic Ciaran Maguire, Gabe Macaluso, Tom Gallagher, Carmen Peter Frosina, Joseph Charles Flaherty, Angelo V. Di Ianni.

Mr. Cartmell proceeded to read a communication from the Hamilton and District Association for the Mentally Retarded which informed the members that Dr. Joseph Jacobs, Dr. James Morris and Mrs. Rhoda Jensen had been appointed to serve on the Trainable Retarded Children's Advisory Committee.

The Secretary then called for nominations for the position of Chairman of the Board.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That Mrs. Ruth Van Horne be Chairman of the Board of Education for the City of Hamilton for the year ending 1986 11 30. Carried.

Mrs. Van Horne took the chair and proceeded with the business of the meeting. She called for nominations for the position of Vice-Chairman of the Board.

Moved by Mr. Kennedy, seconded by Mr. Hicks: That Mr. Angelo Di Ianni be Vice-Chairman of the Board of Education for the City of Hamilton for the year ending 1986 11 30. Carried.

The other business of the meeting took place as follows:

Moved by Mr. Ruddle, seconded by Miss Detwiler: That the Rule and Regulations of the Board, as amended and approved in 1985, be adopted for the year ending 1986 11 30. Carried.

Moved by Mr. Mulholland, seconded by Mrs. Bell: That the membership of the following committees be approved for the year ending 1986 11 30:

EDUCATION MANAGEMENT COMMITTEE

Trustees M. Baskin, M. C. Clarke, J. Deans, A. Di Ianni, T. Gallagher, P. Kennedy, M. Lowe, D. Maguire, J. Ruddle, L. Vine, R. Webb, Chairman of the Business Management Committee, and R. Van Horne (Chairman of the Board).

BUSINESS MANAGEMENT COMMITTEE

Trustees S. Bell, M. Cunningham, H. Detwiler, J. Flaherty, C. Frosina, W. Hicks, G. Macaluso, R. McMurrich, R. Mulholland, J. Rogers, Chairman of the Education Management Committee and R. Van Horne (Chairman of the Board).

FRENCH LANGUAGE ADVISORY COMMITTEE

Trustees A. Di Ianni, L. Vine and R. Van Horne (Chairman of the Board) and six elected French-speaking ratepayers.

**TRAINABLE RETARDED CHILDREN'S
ADVISORY COMMITTEE**

Trustees J. Deans, J. Rogers, and R. Van Horne (Chairman) of the Board) and three members to be appointed by the local Association for the Mentally Retarded.

**SUPERVISED ALTERNATIVE LEARNING FOR
EXCUSED PUPILS COMMITTEE**

Trustees M. C. Clarke, H. Detwiler, W. Hicks, D. Maguire, J. Rogers and R. Van Horne (Chairman of the Board).

RULES AND REGULATIONS COMMITTEE

Trustees M. Baskin, M. Cunningham, C. Frosina, P. Kennedy, R. McMurrich, J. Ruddle and R. Van Horne (Chairman of the Board).

SPECIAL EDUCATION ADVISORY COMMITTEE

Trustees M. Baskin, G. Macaluso and R. Van Horne (Chairman of the Board), one member of the French Language Advisory Committee, one or more members who are French-speaking ratepayers, one representative from each of the local associations (not to exceed twelve), and one or more additional members not from the above groups.

BUDGET REVIEW COMMITTEE

All the members of the Board

The motion was carried.

Moved by Mr. Maguire, seconded by Mr. Webb: That Mrs. Mary Caye Clarke be Chairman of the Education Management Committee for the year ending 1986 11 30. Carried.

Moved by Mrs. Vine, seconded by Miss Cunningham: That Mrs. Sandi Bell be Chairman of the Business Management Committee for the year ending 1986 11 30. Carried.

The Chairman pointed out that the appointment to the Library Board will be approved at a later date. In accordance with Bill 93, an ad will be placed in The Hamilton Spectator inviting applications for those who may wish to serve on the Library Board.

Moved by Mrs. Lowe, seconded by Mr. Mulholland: That Mr. Peter Kennedy represent this Board on the Hamilton Council of Home and School Associations for the year ending 1986 11 30. Carried.

Moved by Mr. Hicks, seconded by Mr. Flaherty: That Mrs. Mary Caye Clarke and Mr. Ray Mulholland represent this Board on the Parks and Recreation Committee of City Council for the year ending 1986 11 30. Carried.

Moved by Mr. Flaherty, seconded by Mr. Di Ianni: That Mr. John Penner represent this Board on the Planning and Development Committee of City Council for the year ending 1986 11 30. Carried.

Moved by Mrs. Bell, seconded by Mr. Ruddle: That Mr. Robb Webb represent this Board on the Hamilton Safety Council for the year ending 1986 11 30. Carried.

Moved by Mrs. Deans, seconded by Miss Cunningham: That Mr. James Ruddle represent this Board on the Board of Directors of the Ontario Public School Trustees' Association for the year ending 1986 11 30. Carried.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That Mrs. June Deans represent this Board on the Transport and Environment Committee of City Council for the year ending 1986 11 30. Carried.

Moved by Mrs. Clarke, seconded by Mr. Macaluso: That Trustees Robb Webb, Marjorie Baskin and Dominic Maguire be the representatives of this Board on the Legislation, Salary and Curriculum Committees respectively of A.L.S.B.O. for the year ending 1986 11 30. Carried.

Moved by Mr. Di Ianni, seconded by Mr. Macaluso: That Mrs. Sandi Bell represent this Board on the Co-operative Education Association for the year ending 1986 11 30. Carried.

Moved by Mr. Gallagher, seconded by Miss Cunningham: That Mr. S. M. Halpern, Mr. E. L. Stringer, Q.C., and the firm of Philp, Gordon, Leggat, Evans, Pigott and Culver be appointed solicitors for the Board of Education for the City of Hamilton for the year ending 1986 11 30. Carried.

Trustee Deans was recorded as opposed to the motion.

Moved by Mr. Frosina, seconded by Mrs. Clarke: That Spicer MacGillivray be appointed auditors for the Board of Education for the City of Hamilton for the year ending 1986 11 30. Carried.

Moved by Mr. Macaluso, seconded by Mr. Di Ianni: That this meeting of the Board now recess and reconvene at 8:00 p.m. in the Auditorium of the Education Centre. Carried.

The members joined the many guests, staff, family and friends of the Chairman in the auditorium for the second half of the proceedings.

Mrs. Van Horne called on Reverend Ted Simmons to give the invocation following which she gave her Inaugural Address.

The Chairman then called on two of the newly-elected trustees, Mr. Ruddle and Mr. Webb, for remarks.

Mr. Ray Mulholland, immediate past Chairman, was presented with the customary gift after this two years in office. He thanked Mrs. Van Horne.

A plaque from the Premier of Ontario was then presented to Mrs. Goldie Paikin, by Mr. Ray Mulholland. In accepting the plaque, commemorating Dr. Paikin's 44 years as school trustee, Mrs. Paikin remarked that the award will be placed in public view at the Education Centre.

Adrianne Krbavac and Ian Marr, co-presidents of the Student Council at Glendale Secondary School then came

forward to present a gavel to the Chairman. Father Kennedy of the Separate School Board and Alderman Reg Wheeler brought greetings and wished Mrs. Van Horne success in the upcoming year.

The Chairman then introduced two soloists — Miss Judy Wong, Flute, and Miss Carol Wong, Violin, accompanied by Cathy Rowell on the piano, who entertained the audience.

The members and guests were invited to partake of refreshments at the conclusion of the ceremonies.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

INAUGURAL ADDRESS

1985 12 02

Reverend Simmons, Alderman Wheeler, Chairman Kennedy, Fellow Trustees, Ladies and Gentlemen. Tommy Lasorda who is the Manager of the Los Angeles Dodgers baseball team tells his players that he wants them to lose with dignity and win with pride. Well, let me tell you that on November 12, I thought I was going to have to take a crash course in dignity. Thankfully, however, I am able to stand here before you instead with a great deal of pride. I am also experiencing more than a little trepidation at the prospect of the task before me and I am honoured and humbled by the fact that my fellow trustees had the confidence to elect me to this position. I sincerely hope I prove worthy of their trust.

Before I begin the formal part of my speech, there are some people in the audience who are very special and important to me and I would like to introduce them to you. As I look out there I see many friends and relatives. I want to thank them for their many years of friendship and moral support, for the help they have given me over the years in retaining this position and especially for them being here tonight to share with me this eventful evening.

My mother, Helen Hammond, is here with me. My mother is responsible in more ways than one for my being here tonight. Most of you know that I got my feet wet in education through home and school. But most of you don't know that it was when I was only seven or eight years old. Mom was on the Executive of the Prince of Wales Home and School Association, and she used to recruit me to be the entertainment for their meetings, where I would render forth with such old time favourites as, "When the Apples Grow on the Lilac Tree," or "McTavish was Pipe Major in the Highland Scots Brigade". Thanks, Mom, for your long-standing love and support. Also here tonight are my four sons — my twins Brian and Brad, along with Barry and Blake. To these four young men I express deep appreciation for their love and understanding and for their tolerance of my frequent absenteeism, although I must say, that because of it, they have all learned to wash, iron, sew, and to cook, and those skills do come in handy at times. Last but not least is my husband Phil. I pondered long and hard over what would be appropriate comments to make about Phil, deciding upon and then discarding many ideas. Allow me to say this. It is not often that a wife is afforded the opportunity to publicly show appreciation to her husband, and I feel deeply privileged to have that opportunity. All the pride and satisfaction, all the many emotions I am feeling tonight must be

shared equally with Phil. Without his strength and support, without his common sense advice, without his understanding and confidence, I would not be here tonight, and all I can say to him is a simple thank you.

There is a familiar person missing from the audience this year. A person who attended 44 Inaugurations of this Board, three of them as the new Chairman. Dr. Harry Paikin will be sadly missed by educators across this province and particularly here in Hamilton. His dedication and his contributions to young people in the fields of both education and health services will long be remembered and applauded. Two other Trustees, Murray Mazza and Bert Allen, who served this Board for nine years decided to retire from public office this year. I know you will all join with me in thanking them for their commitment to education and in wishing them well in the future. To fill these vacancies we welcome to our ranks Gabe Macaluso, Dominic Maguire, Robb Webb and Jim Ruddle, two of whom we will be hearing from later.

At this time, I would like to introduce to you all of the Trustees and congratulate them on their recent victories at the polls. First, Angelo Di Ianni, who is the new Vice-Chairman of the Board; Mary Caye Clarke, who will be the new Chairman of the Education Management Committee; and Sandi Bell, our new Chairman of Business Management. I look forward to working closely with these people during my term and will be counting on their wisdom and knowledge to assist me. Now, those Trustees elected by Separate School Supporters — Gabe Macaluso, Dominic Maguire, Tom Gallagher, Carmen Frosina, Joe Flaherty, and again, Angelo Di Ianni. From Ward One, Marjorie Baskin and Bob McMurrich. From Ward Two, Lillian Vine and Robb Webb. From Ward Three, Sandi Bell and Jim Ruddle. From Ward Four, our very capable out-going Chairman, Ray Mulholland, and I will have more to say about Ray later. From Ward Five, Margaret Cunningham and Canon Joe Rogers. From Ward Six, June Deans and Marion Lowe. From Ward Seven, Helen Detwiler and Peter Kennedy. From Ward Eight, the two who were the envy of us all because of their acclamation during the recent Municipal Election, Mary Caye Clarke and Wes Hicks.

Now, ladies and gentlemen, I want to share with you some of my thoughts on the issues facing us this year. One might be tempted to view the educational scene in 1986 with a certain complacency. Bill 82, the Special Education Legislation is now fully implemented in Hamilton. Students with a variety of exceptionalities are being well-served and parents are an integral part of the placement of their children and have the right of appeal on their behalf. All Secondary

Schools are semestered, allowing us to better fulfill the requirements of the Ministry document, O.S.I.S. This document affords students the opportunity to complete secondary school in only four years while gaining 30 credits, 16 of them compulsory, and has also sounded the death knell of Grade 13. In preparation for its demise, all of our Grade 13 classes have been moved back into the local schools. Negotiations with all of our bargaining units are complete and we have weathered the strike by our Secondary School Teachers relatively unscathed.

These are all positive developments and they bode well for the future of our Board, but are they enough to allow us to be complacent, to rest on our laurels? I believe not.

Although the challenges are myriad, I see five of which will tax our energies and will require, vigilance, expertise and co-operation if we are to continue offering quality educational services to the young people of Hamilton.

1. THE SECONDARY SCHOOL TEACHERS' STRIKE.

Although many would ask that we forget it, put it behind us and get on with the job, it is not that simple. Lingered hostilities, which do exist, hamper progress. We must avail ourselves of any means possible to clear the air and heal the wounds. Each of us has a role to play. Programmes are available to us whereby both sides in a friendly atmosphere are able to air their differences, voice their concerns, offer their suggestions for improvements and with the help of facilitators, well-versed in such conflicts, hopefully set the scene for more amicable negotiations in the future. We cannot afford to close the door on these avenues for improvement.

- 2. FRENCH IMMERSION.** The ever-growing demand for this popular programme is taxing our ability to provide it. Decisions must be made on accommodation, single-track versus dual-track, staffing concerns and possible transportation. We must never lose sight of the fact that our French Immersion students are not new students. They are our students simply availing themselves of a different programme. Consequently, the programme has definite impact on the English programme which must be carefully weighed in all our decision-making. Core French has been moved down to grade four. Perhaps by starting it in grade one we would lessen the demand for immersion. This possibility must be investigated.

- 3. ACCOMMODATION.** In Hamilton, we are faced with the anomaly of schools operating much below capacity, while others require many portables to house the students. Parents seem to want their children in neighbourhood schools, but many

understandably do not like portables, while the Ministry, again understandably, refuses to give capital grants to school Boards with many empty pupil places. On the other hand, the Ministry provides substantial transportation grants, but parents do not like having their children bused. As the King said in *The King and I*, "Tis a puzzlement. A puzzlement which will not disappear." With the mountain communities continuing to expand, inviting younger families with consequently younger children, and the older lower city and brow mountain areas continuing to age, leaving us with many empty places, it appears our city-wide accommodation dilemma will continue to plague us for the foreseeable future. Our administrators will have to be present day "Solomons" to assist us with this problem.

4. **EXTENDED FUNDING TO SEPARATE SCHOOLS.** Many of you probably hoped I would leave this controversial issue out of my Inaugural Address. Unfortunately, I cannot in good faith do that. Eighteen months after William Davis' historic announcement, we are still without enabling legislation, the legality of extension is still before the courts, Judge Potts has stopped the mid-December transfer payments, but Boards are still required to proceed with plans and impact statements on the authority of government committees. Ladies and Gentlemen, I suggest to you this is wrong. I am not opposed to Catholic education any more than I am opposed to Protestant, Hebrew, Dutch Reform, Buddhist or any other sect or religious education. What I am opposed to is public funding of same. I believe in one strong, effective, quality system of public education, open to all, discriminating against no one and for no reason, and supported by public funds. One of my great fears with extension is this. How will the same government that feels Catholic education should be publicly funded be able to discriminate when all other religiously based groups want the strings of the public purse opened to them so they may have publicly funded religious education provided for their children? The fragmentation and divisiveness which we have encountered over the last year and a half will, I suggest, be only the tip of the iceberg. Having said all this, may I hasten to add, if the funding is found to be constitutionally legal and enabling legislation is passed, we must commit ourselves to working harmoniously with our sister Board during implementation but it will be incumbent upon those of us elected by public school rate-payers to preserve and protect the public school system.
5. **PUBLIC RELATIONS.** This is one area where I believe our Board is behind the times. We are afraid it seems, to "blow our own horn". We have a good system, our teaching staff is top-notch,

our curriculum is second to none thanks to the expertise and dedication of Arn Krever and the academic staff here in this building, our schools are clean, bright, warm, friendly places to be thanks to the care and hard work of our cleaning and maintenance staff, we offer a full spectrum of programmes to meet the needs of every child from severely retarded to severely gifted, we are in an excellent financial situation thanks to the fine management and knowledge of Roy Cartmell and his team of business officials. In spite of all this, we seem to constantly labour under a cloud of poor public image. I am pleased that we have a couple of committees which have been hard at work recently exploring ways in which we can improve this situation, and I look forward with eager anticipation to see and hear in the near future the fruits of their labour.

Ladies and gentlemen, there are so many areas I could go into in detail if I thought you wanted to sit here for another hour or so, but I doubt you do. I could talk about discipline and our recent wise decision to remove the use of corporal punishment from our schools and the very real need to find viable alternatives to assist our staff in the area of discipline. I could talk about O.S.I.S. in depth and what effect 16 out of 30 compulsory subjects is having on our technical, arts and music programmes and the need to investigate this area closely and recommend changes to the Ministry if necessary. I could talk about the financing of education and the concern shared by most about the ever decreasing portion of education costs being financed provincially with the consequent ever-increasing share being picked up locally. I could talk about integration of special education students into the regular classroom. Is it good for all? Is it bad for all? Does integration affect the other children positively or negatively? Do we integrate for the sake of integration or do we integrate only where it is beneficial to all students? I could talk about affirmative action. What is the public perception of our Board in this regard? What is the perception of our staff, whether they be teachers, secretaries, cleaners, cooks or officials? All of these are timely and important considerations facing our Board now and into the nineties.

I trust I have proven that we must not be complacent, rather we must be ever vigilant and responsive to the growing demands which will be placed upon us in the future.

Together, Trustees, Teachers, Administrators, Parents and Volunteers must work in a spirit of co-operation, trust, dedication and sincerity to ensure that every young person entrusted to our care is served to meet his or her individual needs to the very best of our ability.

RUTH VAN HORNE

Chairman.

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1985 12 05.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Flaherty, Macaluso, Maguire, Ruddle, Vine and Webb.

Officials Present: Messrs. A. J. Krever (Director of Education), R. S. Cartmell, (Secretary-Treasurer and Business Administrator), D. B. Sinclair (Manager, Personnel and Employee Relations); Miss D. Russon (Personnel Analyst).

The Chairman called the special meeting to order to consider the report of the Salary Committee with respect to the ratification of the tentative agreement reached with C.U.P.E., Local 1344.

Moved by Miss Detwiler, seconded by Miss Cunningham: That the General Part of the report of the Salary Committee be and the same is hereby adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Mrs. R. Van Horne (Chairman), Trustees Mulholland, Detwiler, Hicks and Bell.

Officials Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the Board ratify the terms of the 1985-87 Collective Agreement reached with C.U.P.E. Local 1344.

Respectfully submitted,

Mrs. R. VAN HORNE,
Chairman.

Committee Room
1985 12 05

AGREEMENT C.U.P.E. LOCAL 1344**A. Monetary Items**

1. Term of Agreement—27 months—July 1, 1985 to September 30, 1987
2. Wage Increases—Cleaners and Cooks:
 - 55 cents effective July 1, 1985
 - 55 cents effective July 1, 1986
 - 20 cents effective July 1, 1987
 - All Other Classifications:
 - 50 cents effective July 1, 1985
 - 55 cents effective July 1, 1986
3. Reclassifications:
 - 6 Mechanics, General Maintenance reclassified as Chief Mechanics
 - 2 Mechanics, Heating, Plumbing and Controls reclassified as Chief Mechanic
 - Lead Hand Warehouse reclassified from Group 1 to Group 3.
4. Past Service OMERS Pension Benefit at 50% benefit level effective January 1, 1986 for Cleaners and Cooks regularly employed for more than 24 hours per week.
5. Vacations with Pay (effective the 1986 vacation year)
 - 3 weeks after 3 years' service (previously 3 after 4)
 - 4 weeks after 10 years' service (previously 4 after 12)
 - 5 weeks after 20 years' service (previously 5 after 21)
 - (effective the 1987 vacation year)
 - 6 weeks vacation after 27 years' service (new provision)
6. Employee Benefits
 - Dental Plan #7—50% payout at Board cost.
 - \$10 / \$20 deductible removed from Extended Health Plan.
7. The newly certified bargaining unit for employees (44) regularly employed for not more than 24 hours per week included in the same Agreement as full-time employees as an Appendix item.

Classification	Present Rates	July 1 / 85 Increase	July 1 / 85 Rates	July 1 / 86 Increase	July 1 / 86 Rates	July 1 / 87 Increase	July 1 / 87 Rates
Cleaner	\$ 8.57	55¢	\$ 9.12	55¢	\$ 9.67	20¢	\$ 9.87
Cooks	8.77	55¢	9.32	55¢	9.87	20¢	10.07
Assistants							
Minimum	9.96	50¢	10.46	55¢	11.01	—	11.01
6 Months	10.32	50¢	10.82	55¢	11.37	—	11.37
1 Year	10.48	50¢	10.98	55¢	11.53	—	11.53
2 Years	10.69	50¢	11.19	55¢	11.74	—	11.74
(Assistant Caretakers on afternoon shift in Elementary and Vocational Secondary Schools will receive a responsibility allowance of 20¢ per hour over and above the hourly wage rate effective July 1, 1985)							
Responsibility Allowance	5.2¢	15¢	20¢	NIL	20¢	NIL	20¢
Maintenance Assistant 2	11.099	50¢	11.60	55¢	12.149	—	12.149
(glass, carpentry, general maintenance, mechanical, welding)							
Firemen	11.099	50¢	11.60	55¢	12.149	—	12.149
Group 1	11.53	50¢	12.03	55¢	12.58	—	12.58
Group 2	11.855	50¢	12.355	55¢	12.905	—	12.905
Group 3	12.17	50¢	12.67	55¢	13.22	—	13.22
Group 4	12.454	50¢	12.954	55¢	13.504	—	13.504
Mechanics	12.17	50¢	12.67	55¢	13.22	—	13.22
Chief Mechanics	12.454	50¢	12.945	55¢	13.504	—	13.504
Casual and or							
Temporary	5.36	50¢	5.86	(date 55¢ of ratification)	6.41	—	6.41

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1985 12 12.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services) and Penner (Deputy Business Administrator).

The minutes of the last regular, two special meetings and the Inaugural were adopted as presented to the members.

An acknowledgement of the Board's expression of sympathy from the Paikin Family and a communication from the London Board of Education advising the Board a donation made to its Endowment Fund by Mrs. M. L. Parkinson in memory of Dr. Paikin were read to the members. These were received and ordered filed. A third communication from A.L.S.B.O. requesting the name of a trustee for possible selection to attend the Retreat on Future Directions was read to the members.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That Trustee Ruth Van Horne's name be submitted to A.L.S.B.O. for possible selection for the Retreat on Future Directions in Education to be held 1986 02 28 to 1986 03 02. Carried.

A notice of motion was presented by Trustee Deans as follows:

WHEREAS Dr. Harry Paikin, a dedicated Trustee of this Board for 41 years, is remembered as a great orator, for his fantastic memory and love of poetry, and as a scholar, intellectual and writer,

THEREFORE BE IT RESOLVED, that the Hamilton Board of Education Library be named The Doctor Harry Paikin Library and that the provincial plaque awarded to him and copies of his poems be placed in the library.

Committee reports were presented as follows:

Education Management Committee and Special Report
—Mrs. Clarke

Business Management Committee—Mrs. Bell

Moved by Mrs. Clarke, seconded by Mr. Macaluso: That the General Part of the report of the Education Management Committee be and the same is hereby adopted.

Concerns were expressed by Trustee Deans with respect to the E.M.C. turning down the re-establishment of the School Health Committee. Her specific concerns related to A.I.D.S. but the Director assured her the officials consult with the Medical Officer of Health and the material from the Toronto Board of Education mentioned by Mrs. Deans was deemed inappropriate by the officials.

The report was then adopted.

Moved by Mrs. Bell, seconded by Mr. Ruddle: That the General Part of the report of the Business Management Committee be and the same is hereby adopted.

Under Clause 4, the members were referred to the following which clarifies the clause: "For those employees required to attend meetings at the Education Centre and for those employees who are required to leave the lot and return during the course of the day on Board business on busy days."

The report was then adopted.

Under New Business, Trustee Flaherty expressed concerns with respect to the Chairman of the Special Education Advisory Committee sending correspondence on behalf of that committee. He deemed no Chairman of any committee writes on behalf of a committee, but the Secretary of the Board does on behalf of the Board.

Mrs. Baskin, Chairman of the Special Education Advisory Committee, replied the letter in question was a draft and is still under discussion.

Trustee Flaherty asked the Chairman of the Board to clarify this procedure, and the Chairman noted the comments will be taken under advisement.

PART I

A communication from the O.S.S.T.F., District 8, was read to the members requesting the appointment of a judge for the Walther Clarke Outstanding Teacher Award.

Moved by Mrs. Clarke, seconded by Mr. Macaluso: That Trustee Maguire be this Board's representative to act as a judge for the Walter Clarke Award. Carried.

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted.

Moved in amendment by Mrs. Deans, seconded by Miss Cunningham: That clause 6(a) and (b) be referred back to the Education Management Committee.

Speaking to the amendment, Trustee Deans understood no public input was obtained and such should be done before the Board decision is made.

Trustee Mulholland agreed with such a referral, but Trustee Kennedy maintained it will only confuse things. Trustee Baskin spoke against the referral since it is the Board that makes the final decision on programme.

In support of the referral, Trustee Rogers reminded the Board that community input was obtained for other areas in the City, but Trustee Detwiler saw this giving the people of the community false hope. The reconstitution of the Transportation Committee would be more appropriate in this regard.

The amendment to refer was put to a vote and was defeated.

Moved in amendment by Mr. Hicks, seconded Mrs. Deans: That clause 1(a) of the report of the Education Management Committee be amended to read "Business Officals" instead of "Business Management Committee."

Speaking to the amendment, Trustee Hicks remarked this is a housekeeping item.

The amendment was then adopted. The original report, as amended, was adopted.

Moved by Mrs. Bell, seconded by Mr. Gallagher: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under New Business, the results of the election of members, by acclamation, to the French Language Advisory Committee of the Board was announced as follows: Marie P. Barker, Georgette Garon, Renee Lapointe, Jean Desmarais, Gaetan Lord and Hubert Paquin.

Trustee Clarke advised the Board that a student at Sir Allan MacNab Secondary School, Dean Curtis, was one of 30 chosen from 4,000 applicants to attend the Canadian Youth Conference in Ottawa. She felt the Board should offer its congratulations to him.

Trustee Detwiler highlighted the Hill Park Awards programme she recently attended.

PART II

Moved by Mrs. Clarke, seconded by Mr. Hicks: That Part Two of the report of the Education Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. Mulholland, seconded by Miss Cunningham: That the full report of the Committee to study alternative locations for French Immersion, Lower City, East End be approved in principle.

Mr. Mulholland believed a committee report cannot be referred to another committee. It must be either accepted, rejected, amended or referred back to the original committee, but not to another committee. He would suggest the action taken was incorrect.

The Chairman ruled the amendment on the floor will require a two-thirds majority. She deemed the action taken by the E.M.C. to be legal.

While Trustee Deans supported the amendment, Trustee Baskin saw fault with the fact there are three committees studying French Immersion. Trustee Baskin did not support the amendment.

Trustee Bell cited the number of hours the committee representatives put into this report, and supported the amendment.

Trustees Webb and Vine had trouble with the phrasing "in principle", and Trustee Vine added that while public input is appreciated, the Board makes the decision.

Trustee Rogers supported the amendment. This Board invited citizen participation, yet it goes the other way. Trustee Cunningham saw the original report has workable recommendations and merit.

Trustee McMurrich did not believe the information from the community representatives is being ignored.

In closing debate, Trustee Mulholland emphasized the report will solve problems in the area for the next 20 years. He urged the Board to learn from its mistakes and approve the amendment.

The vote was six in favour, and eight against. A two-thirds majority was not obtained. The amendment was defeated.

The original report was then adopted.

Moved by Mrs. Bell, seconded by Miss Detwiler: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under New Business, Miss Detwiler apprised the Board of a student conference held at Dalewood School, entitled "Different Looks, One World, Same Feelings". Trustee Detwiler wanted to commend the principal and staff for the programme. Trustee Bell remarked she has requested a report on this student conference for the Education Management Committee in January.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

FIRST REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Frosina, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That one Superintendent attend the "Performance Appraisal for Effective Schooling Conference" to be held at Toronto, Thursday, 1986 02 27 to Friday, 1986 02 28, and that \$180 be paid towards registration and expenses.

(b) That one Area Superintendent attend the "Human Element Conference" to be held at Vancouver, B.C., Monday, 1986 01 20 to Thursday, 1986 01 24 and that expenses be paid according to policy.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one Co-op Education Consultant attend the International Conference on Careers to be held at Miami, Florida, Tuesday, 1986 03 25 to Friday, 1986 03 28, and that \$105 be paid towards registration and expenses.

(b) That one Co-operative Education Supervisor attend the "National Co-operative Education Advertising Campaign" to be held at Barrie, Tuesday, 1986 01 07 and that registration and expenses be paid according to policy.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting the Administrative Assistant to the Director to attend the "School Board Affirmative Action Network" held in Burlington, Friday, 1985 11 08, be approved and that the registration fee of \$15 be paid.

(b) That the action of the Associate Superintendent of Curriculum and Special Services in permitting the Administrative Assistant to the Director to attend the "Colloquium for Affirmative Action in Boards of Education", held in Toronto on Thursday, 1985 11 28 and Friday, 1985 11 29, be approved and that \$145 be paid towards the cost of registration and expenses.

(c) That the appointment of the supervisory staff for the Hamilton Board of Education Evening Schools be approved as presented, contingent upon each evening school having sufficient enrolment to warrant operation:

School (and Satellite)	Supervisor	Assistant Supervisor
Barton	Hugh Fiddes	
Sir Winston Churchill	Oscar Horback	
Delta	David Evans	
Glendale	Robert Laidlaw	
Hill Park (Crestwood)	Gayle Lynott	
Sir John A. Macdonald	Donald Muirhead	
Scott Park (Parkview)	Barry Coombe	
Westdale (Ainslie Wood)	Bruce Hall	
Westmount (Caledon & Westview)	Arthur Joosse	James Lake

(d) That the Media Consultant attend the TVO Conference for Media Coordinators to be held in Toronto from Wednesday, 1986 01 22 to Friday, 1986 01 24, her expenses to be paid by TVO.

(e) That one Outdoor Education Teacher attend the Leadership Workshop, sponsored by the Ministry of Natural Resources, to be held in Dorset from Wednesday, 1985 12 18 to Friday, 1985 12 20, and that the registration fee of \$67.77 be paid.

(f) That one Consultant attend the Philosophy for Children Workshop to be held at Toronto on Friday, 1986 01 24 and that \$45 be paid towards the cost of registration and expenses.

4. That the Affirmative Action Committee be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

5. That the Communications Advisory Committee be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

6. That the Chairman select a Trustee to sit on the Identification, Placement and Review Committee.

7. That the Committee to Study the Future of French Immersion be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

8. That the Committee to Study Accommodation Matters on the Central and West Mountain be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

9. That the Discipline Review Committee be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

10. That the Microcomputer Advisory Committee be reconstituted for 1986 with the same number of members as in 1985 to be named by the Chairman of the Board and with the same goals and objectives as in 1985.

11. That the following report of the Committee to Study Accommodation Matters on the Central and West Mountain be adopted:

(a) That the Accommodation Committee defer presentation of that part of the Accommodation Report pertaining to the mountain until after the next meeting of this committee.

PART I

1. That the following recommendation of the Superintendent of Curriculum and Special Services regarding the Proposed Use of Westdale Secondary School Auditorium by the Hamilton Philharmonic Orchestra be approved:

(a) That the Board enter into an agreement with the Hamilton Philharmonic Orchestra for the rent-free use of Westdale Secondary School Auditorium and adjacent storage areas, for regularly scheduled rehearsals, with the understanding that students of the Hamilton system may attend such rehearsals and workshops; and the Business Officials be requested to negotiate a mutually acceptable

contract. The accommodation of students and the usage by the orchestra for rehearsal time to be reviewed by June, 1986.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Mr. Richard Moll be appointed to the Occasional Staff, effective 1985 10 07 to further notice, with salary according to schedule.

(b) That the following teachers be transferred to the Permanent Staff, effective as shown:

Mrs. Judith Hopkins, 1986 01 21

Mr. Melvin LaForme, 1986 02 01

Mr. Donald Pente, 1986 02 01

Mr. Gordon Phillips, 1986 02 01

Mrs. Katherine Scarth, 1986 02 01

(c) That the resignations of the following teachers, who are retiring on superannuation, effective 1986 01 31, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan:

Mr. Maurice Chaplin

Mrs. Elizabeth Plumb

Mrs. Mary Wallace

(d) That the following Acting Assistant Department Heads be confirmed in their positions, effective as shown:

Mr. Dave Donat, 1985 10 15 (History)

Mr. Alex Macfarlane, 1985 09 01 (Science)

Mr. Trevor Thomson, 1985 10 15 (Mathematics)

Mr. Allen Whyte, 1985 10 15 (History)

(e) That the following trips be approved:

i. Ainslie Wood, Grade 9-12, Quebec City, Quebec, 1986 05 13-16 (Tuesday to Friday)

ii. Barton, Grade 11-12, Outdoor Education, Talisman Resort, 1986 01 09

iii. Sir Winston Churchill, Grade 13, Geography, New York, New York, U.S.A., 1985 12 12-15 (Thursday to Sunday)

iv. Sir Winston Churchill, Grade 9-12, Outdoor Education, Molson's Park, Barrie, 1986 01 08 (Grade 9-10), 1986 01 13 (Grade 11-12)

v. Hill Park, Grade 11-13 Outdoor Education, within 80 km of the city, any Saturday or Sunday in January or February 1986

vi. Hill Park, Barrie and Alliston, any Saturday or Sunday in January or February 1986

vii. Hill Park, Grade 11-13, Outdoor Education, Minden, 1986 01 29-02 02 (Wednesday to Sunday)

viii. Hill Park, Grade 11-13, Outdoor Education, Algonquin Provincial Park, 1986 02 27-03 02 (Thursday to Sunday)

ix. Hill Park, Grade 11-13, Blue Mountain, 1986 01 29-31 (Wednesday to Friday)

x. Hill Park, Grade 9-13, Barrie, Blue Mountain or Kissing Bridge, any Sunday in January, February or March 1986

xi. Hill Park, Grade 9-13, Barrie, Blue Mountain, Talisman, 1986 02 25

xii. Hill Park, Grade 11-13, Outdoor Education, Algonquin Provincial Park 1986 04 18-21 (Friday to Monday)

xiii. Hill Park, Grade 11-13, Outdoor Education, Algonquin Provincial Park, 1986 05 07-11 (Wednesday to Sunday)

xiv. Sherwood, Grade 9-13, Quebec City, Quebec, 1986 05 14-17 (Wednesday to Saturday)

(f) That the request of Mrs. Margaret Walton for a Maternal Leave of Absence, effective 1986 02 03 to 1986 05 30, be granted in accordance with conditions governing Maternal Leave.

(g) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leave and that these Leaves be followed by Leaves of Absence for Personal Reasons, effective as shown:

Mrs. Diana M. Lew, 1986 02 03 to 1986 08 31

Ms. Kathryn Starodub, 1986 01 27 to 1986 08 31

(h) That the request of Mr. John Smees for overseas exchange with a teacher from the United Kingdom for the period 1986 09 01 to 1987 08 31, be approved, subject to the condition that a suitable exchange teacher from the United Kingdom can be arranged through the Ministry of Education.

(i) That the resignation of Miss Monique Girard, effective 1985 12 31, be accepted with regret.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one secondary (composite) principal attend the "Performance Appraisal For Effective Schooling Conference" to be

held at Toronto, Thursday, 1986 02 27 to Friday, 1986 02 28 and that \$180.00 be paid towards registration and expenses. (Staff Development)

- (b) That two secondary (vocational) assistants and six secondary (composite) principals attend "The Rare Bird Conference" to be held at Toronto, Wednesday, 1986 01 15 to Friday, 1986 01 17 and that \$235.00 each be paid towards registration and expenses. (Staff Development)

(c) That three secondary teachers attend the "Reading '86 Conference" to be held at Toronto, Thursday, 1986 02 20 to Friday, 1986 02 21 and that \$160.00 each be paid towards registration and expenses.

(d) That three secondary teachers attend the "Reading for the Love of It Conference" to be held at Toronto, Thursday, 1986 02 13 and Friday, 1986 02 14 and that \$130 each be paid towards registration and expenses.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That two teachers attend the Philosophy for Children Workshop to be held in Toronto on Friday, 1986 01 24 and that each receive \$45 towards the cost of registration and expenses.

(b) That the appointment of the supervisory and teaching staff for the Evening and Day classes, English as a Second Language classes, Linking of Needs and Resources classes (L.O.N.A.R.), Heritage Language classes and Saturday Computer Program be approved as presented for the year 1985-1986. (lists available on request)

5. That the following recommendation of the Superintendent of Operations regarding the Terry Fox Canadian Youth Centre be approved:

(a) That the Board provide funding which would permit one student from each secondary school to attend the Terry Fox Canadian Youth Centre for 1986.

6. That the following recommendations of the Director of Education regarding French Immersion Cardinal Heights to Secondary Schools be approved:

(a) That the French Immersion students graduating from Cardinal Heights School attend Westdale Secondary School commencing September, 1986 to September, 1989.

(b) That, conditional on the maintenance of the present enrolment pattern, a French Immersion secondary school program be established at Hill Park Secondary School effective September, 1990 to serve the upper city.

7. That the following recommendations of the Superintendent of Curriculum and Special Services regarding French Immersion in the Senior Division be approved:

(a) That subject to sufficient enrolment and availability of appropriate staff, that French Immersion students receive instruction in French in three of their courses in Grade 11 and in three of their courses in Grade 12:

Grade 11

Francais (F1F3A)

Mathematiques (MAT3AF)

Arts dramatiques (ADA3AF)

Grade 12

Francais (F1F4A)

Mathematiques (MAT4AF)

Hommes dans la societe
(NSO3AF)

(b) That subject to sufficient enrolment, that the French Immersion OAC be made available to students in September, 1988.

8. That the following report of the French Language Advisory Committee be adopted:

(a) That the Accommodation Committee investigate all alternatives to provide a self-contained French Language instructional unit for Ecole Secondaire Georges P. Vanier.

(b) That the French Language Advisory Committee extend to Mr. Hubert Paquin their appreciation for the efficient and courteous manner in which he conducted the business of the committee in the past year.

PART II

1. That the following recommendation of the Associate Superintendent of Curriculum and Special Services regarding the Trainable Retarded Children's Advisory Committee be approved:

(a) That the Advisory Committee for the Trainable Retarded and the Special Education Advisory Committee continue to function for **one** additional year at which time the Board consider the legislative option 74 (1)(2a) that will discontinue the Advisory Committee for the Trainable Retarded.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1986 01 06, with salaries according to schedule:

Miss Anna Bozzo (.5)
Mrs. Janet Dickenson (.5)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Mrs. Carol Balint, 1985 11 18 to 1985 12 31. (.5)
Mrs. Christine Beckett, 1986 01 01 to 1986 02 28 (.5)
Mrs. Lenore Besman, 1985 12 01 to 1986 03 28 (.5)
Mrs. Marcia Brazel, 1986 01 01 to 1986 06 27
Mrs. Helen Brown, 1986 01 06 to 1986 05 02 (.5)
Mr. Michael Caslin, 1985 11 11 to 1985 12 06
Mrs. Lucy Cook, 1986 01 01 to 1986 03 21
Mrs. Brenda Dagg, 1985 12 02 to 1986 01 31 (.5)
Ms. Joanne Eaton, 1985 11 18 to 1986 04 25
Mrs. Sandra Gray, 1986 01 01 to 1986 06 27
Miss Susan Hill, 1986 01 01 to 1986 06 27
Mr. Kevin Jones, 1985 11 04 to 1986 06 27
Mrs. Tina Kovacs, 1986 01 06 to 1986 05 02
Mrs. Toni Major, 1986 01 06 to 1986 05 02
Mrs. Louise Quinn, 1985 12 02 to 1986 06 27 (.5)
Mrs. Pamela Swietek, 1985 10 09 to 1985 12 20
Mrs. Sharon Watson, 1985 11 21 to 1986 05 16 (.5)
Mrs. Joan Whitmore-Lennox, 1986 01 06 to 1986 05 02 (.5)

(c) That the appointments of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Mrs. Brenda Agostini, 1985 09 16 to 1985 10 25 (1.0)
1985 10 28 to 1985 11 01 (.5)
1985 11 04 to 1985 11 22 (1.0)
1985 11 25 to 1985 12 20 (.5)

Mrs. Kimberley Carlsen, 1985 12 02 to 1986 04 03
Mrs. Janette Heaven, 1985 09 25 to 1985 11 08
Mrs. Diane Parente, 1985 09 03 to 1986 01 31

(d) That the following teachers be transferred to Permanent Staff, effective 1986 01 01:

Mrs. Marie Francoise Cyr
Mrs. Linda Walker

(e) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Mrs. Jane Chudzik, 1986 01 06
Mrs. Linda Furry-Cheong, 1986 01 06
Mrs. Elaine Marshall, 1986 01 06
Mrs. H. Anne McFarlane, 1986 01 06
Mrs. Vilia Milic, 1986 01 06
Mrs. Nancy Parkhill, 1986 01 06 (.5)
Mrs. Lillian Somerville, 1986 01 06
Mrs. Debra Vergara, 1985 11 04
Mrs. Gloria Woodruff, 1985 12 02

(f) That the requests of the following teachers for Maternal Leaves of Absence effective as shown, be granted in accordance with conditions governing Maternal Leave:

Mrs. Linda Charko, 1986 01 06 to 1986 05 02
Mrs. Lynn De Jong, 1986 01 06 to 1986 05 02
Mrs. Vicki Harmer, 1985 12 30 to 1986 04 25
Mrs. Victoria Kovacevic, 1986 01 06 to 1986 05 02
Mrs. Lynda Pereira, 1985 12 23 to 1986 03 21

(g) That the requests of the following teachers for Maternal Leaves of Absence, be granted in accordance with conditions governing Maternal Leave and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Mrs. Theresa Cardey, 1986 02 24 to 1987 08 31
Mrs. Susan Pilip, 1986 01 06 to 1986 08 31
Mrs. Catherine Scott, 1985 11 01 to 1988 02 29
Mrs. Carrie Tyrosvoutis, 1986 01 06 to 1986 08 31

(h) That the requests of the following teachers for Adoption Leaves of Absence, effective as shown, be granted:

Mrs. Janice Park, 1985 11 21 to 1986 05 16
Mrs. Jane Pogson, 1985 11 04 to 1986 08 31

(i) That the requests of the following teachers for an extension of Leave of Absence, effective as shown, be granted:

Mrs. Judy Lampman, 1986 01 06 to 1986 08 31
Mrs. H. Anne McFarlane, 1985 12 02 to 1985 12 31

(j) That the timetables of the following teachers be increased, effective as shown:

Miss Bernadette Gallant, from .5 to .6 — 1986 01 06
Mr. Jay Kyle, from .9 to 1.0 — 1985 12 01
Mrs. Arlene Outlaw, from .5 to 1.0 — 1986 01 01

(k) That the following trips be approved:

i. C. B. Stirling, Grade 8, Ottawa, Ontario, 1986 06 11-13 (Wednesday to Friday)

ii. Glen Brae, Grades 7 and 8, Quebec City, Quebec, 1986 05 28-31 (Wednesday to Saturday)

iii. Lake Avenue, Grades 6 and 7, Outdoor Education, Camp Wanakita, 1986 02 02-05 (Sunday to Wednesday)

iv. Lawfield, Grade 7, Outdoor Education, Camp Wanakita, 1986 02 23-26, (Sunday to Wednesday)

(l) That the request of Mrs. Barbara Howard for a short term overseas exchange with a Supervisor or Supervisory Officer from the United Kingdom be approved, subject to the condition that a suitable exchange from the United Kingdom can be arranged through the Ministry of Education.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend the "Nurturing Readers and Writers Conference" held at Toronto, Friday, 1985 11 22 and that \$55.00 towards registration and expenses be paid, be approved.

(b) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend the "Careers in Agri-Food Conference" held at Toronto, Friday, 1985 11 15 and that \$25.00 for travel expenses be paid, be approved.

(c) That one staff assistant, five consultants of Primary / Junior Education and one consultant of English, three principals and eight teachers attend the "Reading for the Love of It Conference" to be held at Toronto, Thursday, 1986 02 13 and Friday, 1986 02 14 and that \$130.00 each be paid towards registration and expenses.

(d) That three Primary / Junior Consultants, one English consultant, one principal and eight teachers attend the "Reading '86 Conference" to be held at Toronto, Thursday, 1986 02 20 and Friday, 1986 02 21 and that \$160.00 each be paid towards registration and expenses.

(e) That one teacher attend the "OCLEA - Improving Classroom Ties Conference" to be held at Toronto, Thursday, 1985 12 05 to Friday, 1985 12 06 and that \$235.00 be paid towards registration and expenses.

4. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the Philosophy for Children Workshop to be held in Toronto on Friday, 1986 01 24 and that \$45 be paid towards the cost of registration and expenses.

5. That the following recommendations of the Associate Superintendent of Curriculum and Special Services regarding the Computers and Children Project be approved:

(a) That the Board of Education for the City of Hamilton support the establishment of a community based computer centre located at Parkdale School.

(b) That the Board of Education for the City of Hamilton assume the responsibility for providing space, insurance and operating costs related to hardware only.

(c) That the Community School Worker be asked to assume the role of Co-ordinator of the Computers and Children Project on a part-time basis.

6. That the following recommendations of the Director of Education regarding Compensatory Education be approved:

(a) (i) That the budgetary and staffing allocations formerly afforded the eight E.N.O.C., schools be applied to the fourteen schools shown to be most in need of additional educational support as supported by the study entitled, "A Study of Weighting Factors for the Identification of Schools Requiring Additional Educational Support".

(ii) That an amount not to exceed \$20,000 be included in the budgetary allocations outlined in Recommendation (a)(i) in order to establish a "Morning Nourishment Program".

(b) That a budget of \$9,500. be allocated for the establishment of an in-service program designed for all personnel assigned to those schools identified in Recommendation (a).

7. That the following clause (a) (i) of the report of the Committee to study Alternative Locations for French Immersion, Lower City, East End be approved:

(a) (i) That support be given to the continuation of the A. M. Cunningham Kindergarten to Grade 5 French Immersion Program with one Kindergarten class.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1985 12 03

ADDENDUM

The following motion was considered at the December meeting of the Education Management Committee and was LOST.

GENERAL

1. That the School Health Committee be reconstituted for 1986 and the membership to include three trustees, teacher representatives and community input as desired.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

FIRST REPORT

Present: Mrs. S. Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Macaluso, McMurrich, Mulholland, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Lowe, Maguire, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator-Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Janet Ozimek, Clerical Staff, be promoted to the position of Secretary, Special Education, Category C (maximum salary \$363.60 per week), effective 1985 11 18, with salary according to salary schedule.

(b) That Pam Simonelli, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 02 10, in accordance with the Employment Standards Act.

(c) That Fotoula Papoutsis, Administrative Staff, be granted a Personal Leave of Absence, effective from 1986 01 01 until 1986 04 25.

(d) That the Systems Analyst be requested to attend the MicroAge Computer Stores training course "Symphony Integrated Software System" to be held at Hamilton, Monday, 1985 12 02 and Wednesday, 1985 12 04, and that \$300 be paid towards registration and expenses.

(e) That two Secretaries be requested to attend the Careertrack workshop entitled "Stress Management — How to Feel Better and

Perform Better on the Job” to be held in Hamilton, 1985 12 12, and that \$60 each be paid towards registration and expenses.

2. That the bonding of the Secretary-Treasurer and other officials in accordance with Section 149, sub-section 2 of the Education Act, be approved as presented to the members.

3. That in order to reduce the demand for parking spaces at the Education Centre by staff, the following measures be undertaken:

a) Reduce the number and size of meetings at the Education Centre and schedule them in other locations on certain days; and

b) Utilize Sanford Avenue School for meetings that do not have to take place at the Education Centre. Additional parking to be made available on the Wentworth Street School site.

4. That in order to alleviate congestion in the Education Centre Parking lot, the Hamilton Board of Education pay for additional parking spaces on nearby lots on busy days.

5. That clauses 1(a), (b), 2(a), (b), 3(a), (b), (e) and (f) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Roy D. Stanton, Maintenance and Caretaking Staff, for the purpose of retirement, be accepted with regret, effective 1985 11 26.

(b) That John Ferrier be promoted to the position of Secondary School Foreman (Administrative Category 14 — \$32,028 maximum) for a one year probationary period, effective 1985 10 30 with salary according to schedule.

(c) That Delphis Belanger be promoted to the position of Secondary School Foreman (Administrative Category 14 — \$32,028 maximum) for a one year probationary period, effective 1985 12 01 with salary according to schedule.

(d) That the Maternal Leave of Absence for Ruth Markocki, Secondary School Clerical Staff, be changed to commence 1985 12 02.

(e) That Susan McManus, Secondary School Clerical Staff, be returned from a Maternal Leave of Absence, effective 1985 12 09.

(f) That Joanne Poag, Secondary School Clerical Staff, be granted a Personal Leave of Absence, effective 1986 01 06 until 1986 05 03.

2. That the amount of \$2,500 be paid to the Association of Large School Boards in Ontario for participation by the Hamilton Board of Education in the Curriculum Development and Sharing Co-operative during the 1985-86 school year.

3. That thirty-three students receive a Memorial Bursary in the amount of \$60.00 each per month, retroactive to 1985 09 01, and that five students receive discretionary-limited assistance in the amount of \$120.00 each.

4. That the cost deviation report with respect to the secondary panel be approved in the amount of \$7,705.

5. **That clause 1(a) of the report of the Education Management Committee be approved with the change in wording "Business Management Committee" replaced with "Business Officials", and that clauses 2(c), 3(a), (b), (c), (d), 4(a) and 5(a) of the report of the Education Management Committee be approved, and in connection with clause 2(c), the Board's retirement gratuity be paid to Mr. Maurice Chaplin and Mrs. Elizabeth Plumb.**

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Viola Fuca, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1986 05 31, and that the Board's gratuity be paid.

(b) That the resignation of J. Elizabeth Burgess, from the Teacher Aide Staff, be accepted, effective 1985 11 15.

(c) That the resignation of Wendy S. Gruppe, from the Teacher Aide Staff, be accepted, effective 1985 12 06.

(d) That John Gabla be appointed to the Probationary Teacher Aide Staff effective 1985 11 25, at the starting salary of \$9.05 per hour, and subject to continued Ministry of Education funding.

(e) That JoAnn Simpson be appointed to the Probationary Teacher Aide Staff, effective 1985 12 09, at the starting salary of \$8.75 per hour.

(f) That Anna Litzen, Teacher Aide Staff, be granted a Personal Leave of Absence, effective 1986 01 07 until 1986 06 30.

2. That the cost deviation report with respect to the elementary panel be approved in the amount of \$1,179.

3. That clauses 3(a), (b), (c), (d), (e), 4(a), 5(a), (b), 6(a)(i), (a)(ii) and (b) of the report of the Education Management Committee be approved.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1985 12 05.

ADDENDUM

The following motion was considered at the December meeting of the Business Management Committee and was LOST:

GENERAL

1. That the following be added to the motion (re Board payment of parking fees): That a report of the review be brought back to committee by March 31st.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. M. C. Clarke (Chairman), Trustees Baskin, Bell, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That Robin Magill be appointed to the position of Acting Alternative Program / School Program Leader, effective 1986 01 01.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1985 12 12.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 01 09.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations) and McKague (Superintendent of Curriculum and Special Services).

Moved by Mrs. Clarke, seconded by Miss Detwiler: That the report of the committee interviewing candidates for the Hamilton Public Library Board be and the same is hereby adopted, and a letter of appreciation be sent to Mr. Francis Wigle.

Because of recent changes in the Public Libraries Act, it was necessary for the Board to select two representatives by way of advertising and interviewing.

Mrs. Clarke noted nine applications were received and seven applicants were interviewed.

The Chairman gave background on the two applicants recommended for appointment. The term will be for three years. A communication will go to City Council recommending the appointment of Mr. Allen and Mrs. MacGillivray, and City Council will make the final approval.

The report was adopted.

Mrs. Baskin opposed the report since Mr. Wigle had agreed to serve this Board as our appointee until 1987, but the Chairman remarked Mr. Wigle understood these terms.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE COMMITTEE
INTERVIEWING CANDIDATES FOR THE
HAMILTON PUBLIC LIBRARY BOARD**

Present: Mrs. R. Van Horne (Chairman), Trustees Bell, Clarke and Di Ianni.

Offical Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator)

GENERAL

The Committee recommends:

(a) That Mr. Bert Allen and Mrs. Margaret MacGillivray be recommended for appointment to the Hamilton Public Library Board.

Respectfully submitted,

Mrs. RUTH VAN HORNE,
Chairman.

Committee Room,
1986 01 06.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 01 14

The Board met.

Present: Trustees Van Horne, Clarke, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Lowe, Maguire, Mulholland, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education) and Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator).

The special in-camera meeting was called to order to consider the report of the Personnel Committee with respect to the Director's Aims and Objectives.

Moved by Mr. Mulholland, seconded by Mr. Ruddle: That the report of the Personnel Committee be and the same is hereby adopted. Carried.

At the request of the Director, specific directions with respect to technical education were then discussed. It was agreed this area would be looked at.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE PERSONNEL COMMITTEE

President: Mr. R. Mulholland (Chairman), Trustees Baskin, Flaherty, Lowe and Mazza.

Officials Present: Mr. A. J. Krever (Director of Education), Mrs. S. M. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

(a) That the Personnel Committee receive the Directors' self-evaluation on his 1985 Aims and Objectives and present it to the Board for disposition.

Respectfully submitted,

R. MULHOLLAND,
Chairman.

Committee Room,
1985 11 20.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 01 14.

The Board met.

Present: Trustees Van Horne (Chairman), Bell, Clarke, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Kennedy, Lowe, Maguire, McMurrich, Mulholland, Ruddie, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. R. Kennedy (Area Superintendent), Mr. J. Forrester (Area Superintendent) and Mr. O. Jackson (Supervisor, Research Services).

The special meeting was called to order to consider two items: French Language Governance and Separate School Funding.

Moved by Mrs. Clarke, seconded by Mr. McMurrich: That this meeting of the Board be resolved into a meeting of the Committee-of-the-Whole. Carried.

Moved by Mr. Ruddie, seconded by Mr. McMurrich: That Trustee Angelo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

Trustee Di Ianni took the Chair and called on the Director to speak to the item relating to Bill 75 — French Language Governance.

Mr. Krever highlighted the report drawing attention to six areas of concern:

1. the definition of "French speaking ratepayers"
2. confidentiality
3. negotiations
4. appeals
5. role of Trustee as a member of French Language Education Council
6. ratepayer qualifications

The Ontario Government had to bring Bill 75 forward as a result of the Charter of Rights and a court of appeal decision

that indicated French speaking citizens had the right to govern their own schools. This is considered a right and not a privilege.

Mr. Krever gave details of the proposed legislation that includes the exclusive jurisdiction to francophone education, an interim process from the French Language Advisory Committee to the French Language Education Council, and eventually to a full Board member with all rights, responsibilities and powers as a regular Board member, but related to all issues of French language.

The Director continued with his explanation of the proposed Bill with reference to Bill 30, Separate School Funding. It is expected Bill 30 will be passed in June or July of 1986. In accordance with this, the separate school trustees sitting on this Board will cease to exist, but three public school ratepayers will be elected to serve francophone students.

Trustee Deans asked if this applies to French Immersion and the Director replied it is for French as a first language.

Trustees Gallagher and Clarke remarked on the uniqueness of the situation in Hamilton with so many students being non-resident and the Grade 8 graduates are not from the public system. Trustee Vine could see three people switching their support from separate to public in order to be part of this French language section.

Other jurisdictions such as Kapuskasing and Niagara South were cited as having the same problems as Hamilton if this Bill is implemented.

Trustee Kennedy remarked on the rights these three members would have with respect to budget matters. It was explained the French trustees would submit their estimates and then the Board would have to accept these estimates.

The Director drew the members' attention to the section referring to common jurisdiction which would mean input and a vote on matters such as appointment of supervisory officers, services etc.

Mr. Di Ianni noted this meeting is to highlight the issues and then the Ministry will be contacted to get the questions clarified.

Trustee Vine could see the Board having to make a decision with respect to operating under these conditions or

whether the Board would purchase services for francophone students and Trustee Gallagher agreed it may be appropriate to make a decision on Vanier.

Trustee Deans and McMurrich felt the proposed legislation is not even in a workable form.

Moved by Mrs. Clarke: That the report regarding Bill 75, French Language Governance, be received, and that the report be used as a basis for a submission to be made to the Province of Ontario, such submission to be presented to the Board for final approval.

Trustee Deans hoped the M.L.A.'s representing this area would be apprised of these concerns, as well as the Opposition's Education Critics.

Trustee Vine urged the members to react to this Bill before a decision comes in from the Province. If not, the Board may be in a ludicrous situation with a 200 student school that is self-governing, and she could not live with this.

Trustee Gallagher felt the Bill does not reflect the realities of a regional-type school, such as Hamilton has.

Trustee Clarke noted complications may occur as a result of Bill 30.

The motion was then adopted.

Two documents relevant to separate school funding were then discussed — the Plan for Secondary School Programs as prepared by the Hamilton-Wentworth Roman Catholic Separate School Board and the Hamilton Board's Impact Statement.

The Director reviewed the enrolment figures, which included projected enrolments with the funding implications and without the funding. An analysis for the vocational schools was also reviewed. The separate school board has all this data.

Concerns expressed by Trustee Kennedy related to the formula used by the Ministry for school capacities, but the Director replied the Ministry officials insist on the information provided according to their formula.

Mr. Krever gave details of a meeting held with the Director at the Separate School Board. Agenda items included the Impact Statement, course calendars, the sharing of

facilities, and the issue of retroactive pay. Retroactive pay is an issue that will be dealt with at the Board.

In reviewing the forecasts, Mr. Krever noted there will be a stabilization of K-6 students by 1989. These numbers indicate a change in the trend. The forecast sheet is a guide on the possible transfers of students and teachers.

Trustee Gallagher referred to the liability of this Board with respect to the seven teachers who lost their positions as a result of funding. He understood five of the seven teachers have been hired back by this Board and two teachers stayed at the Separate School Board. Mr. Krever remarked this is a confusing issue and the outcome will be determined by the Planning and Implementation Commission. The situation with the hiring of teachers who lost their positions in this system and have been hired by the Separate School Board is a complicated one.

From what Trustee Flaherty read in the newspaper, he felt that no teachers will be unemployed because of funding, but Trustee Van Horne noted the fact remains if this Board had the 374 students, the Board would also have 21.6 more teachers than it has now.

Trustee Vine could see a cross-over occurring between Bill 30 and Bill 75.

Trustee Deans remarked on the possibility of parents enrolling their students in the separate school board's j.k. programme because transportation is provided, and the Director agreed parents usually stay with the system they start off with.

Moved by Miss Detwiler: That the Impact Statement be approved as presented to the members. Carried.

Moved by Mrs. Van Horne: That this meeting of the Committee-of-the-Whole be dissolved and return to a meeting of the Board. Carried.

Moved by Mr. Di Ianni, seconded by Mrs. Vine: That the report of the Committee-of-the-Whole be and the same is hereby adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 01 16.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services).

The minutes of the last regular meeting were adopted as presented to the members. An amendment was made to the minutes of the special meeting of 1986 01 09 by Trustee Baskin as follows:

“Mrs. Baskin opposed the report since Mr. Wigle had agreed to serve this Board as our appointee until 1987 . . .”

The minutes as amended were then adopted.

A communication from the Hamilton and District Labour Council urging the Board to name a school after Dr. Paikin was read to the members.

Moved by Mrs. Deans, seconded by Mrs. Clarke; That the communication from the Hamilton and District Labour Council be tabled. Carried.

Committee reports were presented as follows:

Education Management Committee and Special Report
—Mrs. Clarke

Business Management Committee and Special Report
—Mrs. Bell

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That the General Part of the report of the Education Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. Hicks, seconded by Miss Cunningham: That clause 7(a) be amended with the addition of "and the Presidents' (Student) Council".

Trustee Hicks emphasized the need for students to be involved in the study concerning a smoking ban. The amendment was then adopted. The original report, as amended, was adopted.

Moved by Mrs. Bell, seconded by Mr. Macaluso: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

In pursuance of the notice she gave at the last regular meeting, it was moved by Trustee Deans, seconded by Trustee Webb: That the Hamilton Board of Education Library be named The Doctor Harry Paikin Library and that the provincial plaque awarded to him and copies of his poems be placed in the library.

Trustee Deans saw this as a fitting tribute to the late Dr. Harry Paikin.

The motion was adopted.

At the request of Trustee Mulholland, the status of the Board's liability insurance was given to the members. Mr. Cartmell advised the Board has \$15 million coverage and while the Board experienced an increase of 85% to its premiums, the Board is in a good position.

Moved by Mrs. Deans, seconded by Mrs. Baskin: That the communication from the Hamilton and District Labour Council be lifted from the table. Carried.

Moved by Mr. McMurrich, seconded by Mrs. Deans: That the Board communicate with the Hamilton and District Labour Council explaining the Board action, and that the Board express its thanks to the Labour Council on behalf of the Board and the Paikin family. Carried.

PART I

Committee reports were considered as follows:

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Hicks: That Part One of the report of the Business Management Committee, and the special report, be and the same is hereby adopted.

At the request of Trustee Mulholland, the two reports were considered separately.

Moved in amendment by Mrs. Vine, seconded by Miss Cunningham: The clause 5 be deleted.

Trustee Vine remarked the amount may be small, but this is a matter of principle. She did not believe a public school board should be paying fees for a separate school association. The amendment was defeated.

The regular report was then adopted. The special report was also adopted.

Under New Business, Trustee Deans remarked on the production of a calendar made by the students at Sherwood Secondary School. She asked a letter be sent by the Chairman commending them for a job well done.

PART II

Committee reports were considered as follows:

Moved by Mrs. Clarke, seconded by Mrs. Baskin: That Part Two of the report of the Education Management Committee be and the same is hereby adopted.

Moved in amendment by Mrs. Deans, seconded by Mr. Mulholland: That clauses 4(c), (d) and (e) be tabled for one month to allow trustees to meet parents with the Board's future French Immersion plans for the mountain. Carried.

Moved in amendment by Mrs. Baskin, seconded by Mr. McMurrich: That 4(f) NOTE be amended with the addition of the following: "in keeping with priorities listed above". Carried.

With respect to the report on French Immersion, Trustee Cunningham would not support the recommendations as she believed the concerns were not addressed and the problems such as line-ups and sibling problems were not eliminated. Trustee Cunningham felt this is not in the best interests of the children or the tax dollars.

Trustee Vine reluctantly supported the report, and while this was an emotional issue, it was the best they could come up with.

When the Chairman remarked the registration will be delayed for kindergarten students, Trustees Vine and Bell expressed concern this should be implemented.

Trustee Baskin proposed adding Linden Park School and Pauline Johnson school to clause 4(a) to solve the problem, but Trustee McMurrich remarked this is contrary to the motions just tabled.

After several trustees voiced concerns on the registration, the tabled motion was put back on the floor.

Moved by Mrs. Vine, seconded by Mr. Kennedy: That clauses 4(c), (d) and (e) be lifted from the table. Carried.

After some discussion on the fixed date in the original tabled motion, the following was proposed.

Moved by Mrs. Deans, seconded by Mr. Mulholland: That clauses 4(c) (d) and (e) be postponed for one month until after the meeting with the parents on 1986 01 23.

Trustees Vine, Rogers, Bell and Lowe opposed the motion to postpone and cited the Board must make a decision. Trustees Clarke and Detwiler also expressed their opposition to going to the public now. Trustee Deans felt many parents were not aware of the proposals and the postponement will give them an opportunity for an explanation. The motion was defeated.

The original report, as amended, was adopted.

Moved by Mrs. Bell, seconded by Mr. Rogers: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That the Notice of Motion regarding Highview School be lifted from the table. Carried.

Moved by Mrs. Lowe, seconded by Mrs. Deans: That consideration be given to the re-opening of Highview School in September 1987, and that the officials be specifically requested to re-evaluate the east mountain accommodation situation, with a view to incorporating the re-opening of Highview School in the accommodation report which is to be presented to the Board in February.

Trustee Lowe felt obligated to try to rectify the Highview situation. If a school is needed, Peace Memorial is not the one

to stay open. The Board acted in haste and an error was made. An older facility is open, yet the Board closed a modern facility. Three problems were created — it left the system with an old facility, there is a geographical disparity, and the senior school situation has been tightened too much. Trustee Lowe gave enrolments of neighbouring schools, and she referred to the new surge of population going into this area. The Board should never have let this school go out of its inventory.

Trustee Hicks said he will not vote on or debate this matter due to possible conflict of interest.

Trustee Kennedy felt the motion is worthy of consideration and while Trustee Deans supported the motion, she did not want this to be at the expense of Peace Memorial. Trustee Bell understood Highview was offered to Mohawk College, so it was her hope another facility would be found.

Trustee Lowe agreed with the concerns on Mohawk College, but Sherwood Heights may be a possibility. This is an interim step since the Board still has the option of the Accommodation Committee recommendations.

The report was adopted.

The Chairman then advised the members the two appointees for the Public Library Board were approved by City Council.

The meeting adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

SECOND REPORT

Present: Mrs. Mary Caye Clarke (Chairman); Trustees Baskin, Bell, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddell, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Frosina, Hicks, McMurich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That a member of Senior Management attend the Chief Executive Officers' Conference sponsored by OAEAO, to be held at Toronto, Thursday, 1986 01 30 to Friday, 1986 01 31, and that expenses be paid according to policy.

(b) That one Area Superintendent attend the "Managing Conflict: Organizational & Interpersonal, NTL Program" to be held at Washington, D.C., Sunday, 1986 04 06 to Friday, 1986 04 11, and that registration and expenses be paid according to policy.

(c) That the request of the Ministry of Education for the secondment of the Supervisor of Curriculum and Instruction (English) from 1986 04 01 to 1986 06 30 inclusive, be approved.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Peter Costello's term as Supervisor of English (Acting), be extended for the period 1986 02 01 to 1986 06 30, with salary according to schedule.

(b) That William Manson's term as Consultant of English (Acting), be extended for the period 1986 02 01 to 1986 06 30, with salary according to schedule.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That up to \$3,000 be paid for full and partial registrations in order to have as many teachers, principals and Education Centre personnel as possible attend the 1985 "Career Symposium" to be held in Hamilton on Tuesday, 1986 04 08.

(b) That one Supervisor and one Consultant of Business Education attend the "Ontario Association of Business Educator's Annual Conference" to be held at Toronto, Thursday, 1986 02 06 to Friday, 1986 02 07, and that \$75 each be paid towards registration.

(c) That one Consultant of French Immersion attend the O.S.S.T.F. Provincial Conference for French Immersion Teachers" to be held at Toronto, Friday, 1986 01 31 to Saturday, 1986 02 01 and that registration and expenses be paid according to policy.

(d) That the Family Studies Supervisor attend "Teaching Students Through Their Individual Learning Styles Course" to be held at New York City, N.Y., Monday, 1986 07 07 to Monday, 1986 07 14, and that registration and expenses be paid according to policy.

(e) That one member of the Physical and Health Education Department attend the Annual Conference of the Ontario Recreation Society to be held at Hamilton, Thursday, 1986 02 13, and that the registration fee of \$90 be paid.

(f) That one co-operative Education Consultant attend the "Focus '86 Conference" as a presenter, to be held at Toronto, Wednesday, 1986 02 12 to Friday, 1986 02 14, at no cost to the Board.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That up to two administrative officials attend the Ontario Association of Education Administrative Officials' workshop "Strategies for Supervisory Officer Involvement in Appeal Boards and Tribunals" to be held at Toronto, Thursday, 1986 01 16 and Friday, 1986 01 17, and that each receive \$255 towards the cost of registration and expenses.

(b) That the Supervisor of Media Services attend the Ideashop Conference sponsored by the Ontario School Library Association, to be held at Toronto on Thursday, 1986 01 30 and Friday, 1986 01 31, and that \$140 be paid towards the cost of registration and expenses.

(c) That the Supervisor of Media Services attend the Canadian Library Association Seminar, "Performance Appraisal" to be held in

Hamilton on Friday 1986 03 14, and that the registration fee of \$90 be paid.

5. That the following recommendation of the Superintendent of Curriculum & Special Services regarding the A.L.S.B.O. Report on Holocaust Studies be approved:

(a) That the Hamilton Board of Education continue to address relevant political, social, racial and cultural issues through the appropriate courses developed in accordance with Ministry guidelines.

6. That the following recommendations regarding Meeting the Educational Needs of the Visible Minority Students be approved:

(a) That a consultant for English as a Second Language/Dialect be appointed on a half-time basis for a period of one year and that an evaluation be performed and submitted to the Board to determine future needs and directions prior to September, 1987.

(b) That the model for EASL/D liaison service be approved for implementation.

(c) That up to \$2000 be set aside for appropriate in-service of teachers in the area of visible minority needs.

Clauses 6(a) and (c) referred to Budget Review by B.M.C.

7. That the following recommendation regarding the Correspondence from the Ontario Medical Association be approved:

(a) That the Ontario Medical Association correspondence re banning smoking by students, teachers and staff in the schools be forwarded to the Hamilton Principals' Association, the Hamilton Secondary School Headmasters' Association, and the Presidents' (Student) Council for consideration and that a report be brought back to the February Education Management Committee with recommendations.

8. That the following report of the Discipline Review Committee be adopted:

(a) That the Discipline Policy be approved.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Leeanne Greenwood be appointed to the Permanent Staff, effective 1985 10 15 (¾ timetable - full time Semester 1 only), with salary according to schedule.

(b) That Richard Sabourin be appointed as Acting Vice-Principal at Georges P. Vanier Secondary School, effective 1986 02 01 to 1986 06 30, in order to comply with Article 10.02 of the collective agreement with the Board and L'Association Des Enseignants Franco-Ontariens, with salary according to schedule.

(c) That Lorne Evans be appointed to the position of Acting Assistant Head of Department (History), effective 1986 02 01, with salary according to schedule.

(d) That the following teachers be appointed to the position of Acting Assistant Head of Department (Languages), effective 1986 02 01, with salaries according to schedule:

Judith Linfoot
Helen Rees

(e) That Lyn Cole be appointed to the Occasional Staff, effective 1985 11 18 to further notice, with salary according to schedule.

(f) That Susan Muma be returned from Leave of Absence and assigned teaching duties effective 1986 02 01.

(g) That the request of Kathryn Starodub for a Personal Leave of Absence, effective 1986 05 26 to 1986 08 31 (following a Maternal Leave of Absence), approved at the December meeting be rescinded.

(h) That the Maternal Leave of Absence granted to Marian Allen at the November meeting be changed to become effective 1985 12 09 to 1986 04 04.

(i) That the resignation of Stephen Anthony, who is retiring on superannuation effective 1986 01 31, be accepted and that he be considered for gratuity in accordance with the Board's plan.

(j) That the resignation of Frank Bellamy, who is retiring on superannuation, effective 1986 06 30, be accepted and that he be considered for gratuity in accordance with the Board's plan.

(k) That the timetables of the following teachers be changed as shown, effective 1986 02 01:

Mark Albrich, from $\frac{2}{6}$ to $\frac{5}{6}$ (full time Sem. 2)
James Braun, from $\frac{3}{6}$ to $\frac{6}{6}$
Dino Crapsi, from $\frac{3}{6}$ to $\frac{6}{6}$
Gayle Detenbeck, from $\frac{3}{6}$ to $\frac{6}{6}$
James Douglas, from $\frac{3}{6}$ to $\frac{6}{6}$
David Elliott, from $\frac{3}{6}$ to $\frac{6}{6}$
Lee Emery, from $\frac{3}{6}$ to $\frac{6}{6}$
Erin Gibson, from $\frac{3}{6}$ to $\frac{6}{6}$

Leeanne Greenwood, from $\frac{3}{6}$ to $\frac{6}{6}$
Judith Hopkins, from $\frac{3}{6}$ to $\frac{6}{6}$
Theodore Kocznur, from $\frac{3}{6}$ to $\frac{6}{6}$
Melvin LaForme, from $\frac{3}{6}$ to $\frac{6}{6}$
Kathryn McCarroll, from $\frac{3}{6}$ to $\frac{6}{6}$
Beverley McDonald, from $\frac{4}{6}$ to $\frac{5}{6}$ (full time Sem. 2).
George Omorean, from $\frac{3}{6}$ to $\frac{6}{6}$
Vesna Pankerichan, from $\frac{3}{6}$ to $\frac{6}{6}$
Donald Pente, from $\frac{3}{6}$ to $\frac{6}{6}$
Gordon Phillips, from $\frac{3}{6}$ to $\frac{6}{6}$
Steven Popek, from $\frac{3}{6}$ to $\frac{6}{6}$
Maryellen Rankin, from $\frac{3}{6}$ to $\frac{6}{6}$
Katherine Scarth, from $\frac{3}{6}$ to $\frac{6}{6}$
Olga Strychowsky, from $\frac{3}{6}$ to $\frac{6}{6}$
Michael Szkwara, from $\frac{3}{6}$ to $\frac{6}{6}$
Elizabeth Unruh, from $\frac{3}{6}$ to $\frac{6}{6}$

(l) That the following trips be approved.

(i) Barton Secondary School, Grades 9-13, Kissing Bridge, New York, 1986 01 30

(ii) Barton Secondary School, Grades 10-13 French, Quebec City, Quebec, 1986 05 14-17 (Wednesday to Saturday)

(iii) Delta Secondary School, Grades 9-12, Quebec City, Quebec, 1986 05 14-17 (Wednesday to Saturday)

(iv) Delta Secondary School, Grade 13, Mount St. Louis, 1986 01 09.

(v) Delta Secondary School, Grade 12, Mount St. Louis, 1986 02 20.

(vi) Delta Secondary School, Grades 9-13 Band Members, Washington, D.C., 1986 03 26-29 (Wednesday to Saturday)

(vii) Georges P. Vanier Secondary School, Grades 9-13, Mount St. Louis, 1986 01 10 or 1986 01 13 or 1986 02 07 or 1986 02 10

(viii) Georges P. Vanier Secondary School, Grade 9-13, Quebec City, Quebec, 1986 04 23-26 (Wednesday to Saturday)

(ix) Scott Park Secondary School, Grades 9-13, Kissing Bridge, New York, 1986 02 07

(x) Sir Allan MacNab Secondary School, Grades 9-13, Kissing Bridge, New York, 1986 01 12

(xi) Sir Allan MacNab Secondary School, Grades 9-13, Horseshoe Valley at Medonte, 1986 01 29-31 (Wednesday to Friday)

(xii) Sir Allan MacNab Secondary School, Grades 9-13, Kissing Bridge, New York, 1986 02 25

(xiii) Westdale Secondary School, Grades 12-13 Art, Knox Art Gallery, Buffalo, New York, 1986 01 16

(xiv) Westdale Secondary School, Grades 9-11 French Immersion, Quebec City, Quebec, 1986 02 27-03 02 (Thursday to Sunday)

(xv) Sir Winston Churchill Secondary School, Grades 9-13, Talisman Mountain Resort, 1986 01 31

(m) That the request of Janice Wilson for a Maternal Leave of Absence, effective 1986 02 03 to 1986 05 30, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Personal Reasons until 1986 08 31.

(n) That the resignation of Monique Girard, approved at the December meeting, be changed to become effective 1986 01 31.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That two secondary (composite) teachers attend the "Road to Excellence for Women in Sport Conference" to be held at Oakville, Friday, 1986 01 24 to Saturday, 1986 01 25 and that \$95.00 be paid towards registration.

(b) That 5 Secondary (composite) teachers attend the "O.S.S.T.F. French Immersion Conference" to be held at Toronto, Friday, 1986 01 31 to Saturday, 1986 02 01 and that \$200.00 be paid towards registration and expenses.

(c) That 6 secondary (composite) teachers attend the "Focus '86 Conference" to be held at Toronto, Wednesday, 1986 02 12 to Friday, 1986 02 14 and that \$275.00 each be paid towards registration and expenses. (Staff Development)

(d) That 7 secondary (composite) teachers attend the "Focus '86 Conference" to be held at Toronto, Thursday, 1986 02 13 to Friday, 1986 02 14 and that \$225.00 each be paid towards registration and expenses (Staff Development).

(e) That June 24, 1986 be changed from a professional activity day to an examination day in the vocational secondary schools for the school year 1985-86, bringing the number of examination days in the year from 7 to 8.

(f) That the Board of Education for the City of Hamilton contribute \$500.00 to the Second Visual Arts Careers Day, 1986 02 24 to help defray expenses.

(g) That one secondary (composite) teacher attend the "Modern Course (Dialog)" to be held at Toronto, Thursday, 1986 01 16 and that \$190.00 be paid towards registration and expenses.

(h) That one secondary (alter-ed) teacher attend the "Focus '86 Conference", as a presenter, to be held at Toronto, Wednesday, 1986 02 12 to Friday, 1986 02 14, at no cost to the Board.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That two Guidance Heads attend the 12th National Consultation on Vocational Counselling to be held in Ottawa from Tuesday, 1986 01 28 to Thursday, 1986 01 30 and that their expenses be paid according to policy.

(b) That up to five secondary school teachers attend the Annual Ideashop Conference, sponsored by the Ontario School Library Association, to be held in Toronto on Thursday, 1986 01 30 and/or Friday, 1986 01 31 and/or Saturday, 1986 02 01, and that total costs of registration and expenses not exceed \$615.

(c) That one secondary school teacher attend the O.S.S.T.F. Conference on General Level Education to be held in Toronto from Wednesday, 1986 02 12 to Friday, 1986 02 14 and that \$220 be paid towards the cost of registration and expenses.

4. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Russell Evans for a Leave of Absence under the Salary Holdback Plan (4" Over 5") of the Secondary School Collective Agreement for the second semester of the 1987-1988 school year, effective 1988 02 01 to 1988 06 30.

5. That the following recommendations regarding Co-operative Education be approved:

(a) That each composite and vocational school and G. P. Vanier Secondary School receive two lines, one each semester, for in-school coordination and out-of-school monitoring of co-operative education, commencing September 1, 1986.

(b) That whenever the number of students per semester exceeds 15 in a composite school (12 in a vocational school), the school or central office be responsible for additional monitoring.

Clauses 5(a) and (b) referred to Budget Review by B.M.C.

6. That the following report of the Committee to Study the Future of French Immersion be approved:

(a) That the French Immersion Program be continued at Westdale Secondary School.

(b) That the Secondary Program be offered at Hill Park and Glendale as enrolment warrants.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Carol Balint, 1986 01 20 (.5)

Sherri Thomson, 1986 01 20 (.5)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Betty Beaudoin, 1985 11 25 to 1985 12 20

Gladys Elian, 1986 01 27 to 1986 05 23 (.5)

M. Eleanor Thomas, 1985 11 06 to 1985 12 06

(c) That the appointments of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Suzanne Artt, 1985 10 07 to 1985 11 15

Carol Balint, 1985 11 18 to 1986 01 17 (.5)

Ann Cucuz, 1985 11 01 to 1986 06 27

Margaret Fleet, 1985 09 17 to 1986 01 24

Sandra Gray, 1985 12 06 to 1986 06 27

Michael Helt, 1985 09 03 to 1985 12 31

Bruce MacPherson, 1985 09 03 to 1986 01 31

Pamela Swietek, 1985 10 09 to 1986 01 31

(d) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Judith Farrar, 1986 02 03 (.5)

Wenda Tulloch, 1986 02 14 (.5)

Alexandra Weresch, 1986 02 10

(e) That the request of the following teacher for a Maternal Leave of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Janet Verhaeghe, 1986 01 27 to 1986 05 23

(f) That the Maternal Leaves of Absence granted to the following teachers at previous meetings be changed to become effective as shown:

Anne Luxon, 1985 12 06 to 1986 04 03

Nancy Turnbull, 1985 12 09 to 1986 04 04

(g) That the Maternal Leave of Absence, followed by a Parental Leave of Absence, granted to Susan Pilip at the December meeting be changed to become effective 1985 12 05 to 1986 08 31.

(h) That the timetable of Esther Hurden be decreased from full time to .5, effective 1986 01 20.

(i) That the request of Joan Browning for overseas exchange with a teacher from the United Kingdom for the period 1986 09 01 to 1987 08 31, be approved, subject to the condition that a suitable exchange teacher from the United Kingdom can be arranged through the Ministry of Education.

(j) That the request of H. Laverne Howard for overseas exchange with a teacher from Australia for the period 1987 01 01 to 1987 12 31, be approved, subject to the condition that a suitable exchange teacher from Australia can be arranged through the Ministry of Education.

(k) That the request of Alan Scott for overseas exchange with an administrator from Australia for the period of 1987 01 01 to 1987 12 31, be approved, subject to the condition that a suitable exchange administrator from Australia can be arranged through the Ministry of Education.

(l) That the following trips be approved:

(i) Cardinal Heights, Grades 6, 7, 8, Outdoor Education, Camp Wanakita, 1986 05 27-30 (Tuesday to Friday)

(ii) Lawfield, Grade 8, French, Quebec City, Quebec, 1986 03 04-07 (Tuesday to Friday)

(iii) Tweedsmuir, Grades 7, 8, Horseshoe Valley, 1986 02 20-21 (Thursday to Friday)

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Superintendent of Curriculum & Special Services in permitting the Primary / Junior Supervisor to attend "The Association of Educational Research Officers of Ontario

Conference" held in Toronto, Thursday, 1985 12 05 and that \$50.00 towards registration be paid, be approved.

(b) That one teacher attend the "Fasforward on Energy Education Conference" to be held at Ottawa, Thursday, 1986 02 20 to Friday, 1986 02 21 and that registration and expenses be paid according to policy.

(c) That three teachers attend "Reading 86 Conference" to be held at Toronto, Wednesday, 1986 02 19 and that \$35.00 each be paid towards registration and expenses.

3. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That up to four elementary teachers attend the Annual Ideashop Conference, sponsored by the Ontario School Library Association, to be held in Toronto on Thursday, 1986 01 30 and/or Friday, 1986 01 31 and/or Saturday, 1986 02 01 and that the cost of total registration and expenses not exceed \$315.

4. That the following report of the Committee to Study the Future of French Immersion be approved:

(a) That the French Immersion program be continued in the following schools:

K - 5 - G. R. Allan
Earl Kitchener
A. M. Cunningham (1 kindergarten class)
Peace Memorial

Gr. 6 - 8 Program - Ryerson
Cardinal Heights (until June, 1989)

(b) That a French Immersion Program be established at Glen Echo School with an enrolment of one or two kindergarten classes as interest demands.

(c) That the program at Pauline Johnson be phased out one year at a time, and a kindergarten program be established at Linden Park, effective September, 1986.

(d) That the program continue at Linden Park until June, 1989 and then be transferred to Norwood Park.

(e) That the Middle School Program at Cardinal Heights continue until June 1989 and be transferred to Norwood Park, effective September, 1989.

(f) That the lower City be divided into five attendance areas and admission priorities be established as follows:

- (i) pupils within the French Immersion Attendance Area
- (ii) siblings of students in the program
- (iii) pupils residing elsewhere in Hamilton
- (iv) non-resident pupils.

NOTE: If enrollment is capped at any of the schools, eligibility is determined on sequences of registration in keeping with priorities listed above.

(g) That a program be offered at Sanford Avenue School, subject to sufficient enrolment (one kindergarten class minimum of twenty-two students).

(h) That consideration be given to the establishment of a French Immersion Program at Elizabeth Bagshaw School, subject to sufficient enrolment, effective September, 1987.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 01 07.

ADDENDA

The following motions were considered at the January meeting of the Education Management Committee and were LOST.

PART II

1. That clause (c) of the report of the Committee to Study the Future of French Immersion be tabled until the Director's Accommodation Report is presented.

2. That the words "subject to sufficient enrolment" be deleted from clause (h) of the report of the Committee to Study the Future of French Immersion.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
SECOND REPORT**

Present: Mrs. S. Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the Board of Education for the City of Hamilton participate in the Co-operative M.B.A. (Master, Business Administration) Program, sponsored by McMaster University.

(b) That the resignation of Stephanie Casey, Clerical Staff, be accepted effective 1986 01 03.

(c) That Steven Rajher be confirmed in the position of Microcomputer Technician, effective 1986 01 01.

(d) That Susan Caron, Clerical Staff, be promoted to the position of Senior Clerk — Payroll, Category D, (maximum salary \$406.39 per week), effective 1986 01 20, with salary according to the salary schedule.

(e) That Mary Lou Cote, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 01 06, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1986 05 05 until 1986 05 09.

(f) That Joanne Runco, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 03 03, in accordance with the

Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1986 06 30 until 1986 07 11.

(g) That the Accounts Payable Senior Clerk attend a CareerTrack Inc. seminar entitled "Power Communication Skills for Women" to be held at Hamilton, 1986 01 22, and that \$95 be paid towards registration.

(h) That the Information Officer be requested to attend a Marketing Schools workshop entitled "Improve Your Public Image" to be held at Toronto, 1986 02 27-28, and that \$150 be paid towards registration and expenses.

(i) That one Business Official be requested to attend the Dun and Bradstreet Canada Limited seminar entitled "Crisis in Liability Insurance" to be held at Toronto, 1986 01 29, and that \$295 be paid towards registration.

2. That the 1986 membership fee of \$16,802.33 be paid to the Association of Large School Boards in Ontario.

3. That the 1986 membership fee of \$2,564.05 be paid to the Canadian Education Association.

4. That the 1986 membership fee of \$600.00 be paid to the Ontario Association for Curriculum Development.

5. That the 1986 membership fee of \$600.00 be paid to the Ontario Education Research Council.

6. That for 1986, the Hamilton Board of Education join the Ontario School Trustees' Council through the Association of Large School Boards in Ontario.

7. That the payment of the 1985 Solicitor's fee to Evans, Philp in the amount of \$24,452.50 be approved.

8. That the payment of the 1985 Solicitor's fee to Sidney M. Halpern in the amount of \$750.00 be approved.

9. That the payment of the 1985 Solicitor's fee to Stringer, Brisbin in the amount of \$109,090.60 be approved.

10. That the Board of Education for the City of Hamilton participate in the Ontario Ministry of Skills Development — Futures Program — "Training Ontario's Youth For Work" at no cost to the Board for the placement of one half-time clerical trainee in the Building Department for a maximum of thirty-two weeks, and one full-time clerical trainee in the Business Administrator's Office for a maximum of sixteen weeks.

11. That the Staff Training Facility — Sanford Avenue School be referred to the Budget Review Committee.

12. That the Board of Education for the City of Hamilton admit non-resident students from the Wentworth County Board of Education jurisdiction to day school to attend one class for one credit without charge in the understanding there is a reciprocal agreement with the Wentworth County Board for Hamilton students.

13. That the Board of Education for the City of Hamilton purchase six Hamilton City Flags from the Corporation of the City of Hamilton, at a cost of approximately \$180.

14. That clauses 1(a), (b), 3(a), (b), (c), (d), (e), 4(a), (b), (c), and 7(a) of the report of the Education Management Committee be approved, and that clauses 6(a) and (c) be referred to the Budget Review Committee.

PART I

1. That the Board enter into an agreement with the Hamilton Philharmonic Orchestra to lease the auditorium and storage space at Westdale Secondary School until June 30, 1986, the lease to be based on the report to B.M.C. of January 2, 1986, and that this matter be reviewed in June before a renewal is considered for September 15, 1986.

2. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Joan Hyshka, Cleaning Staff for the purpose of retirement, be accepted with regret effective 1986 06 08, and that the Board's gratuity be paid.

(b) That the resignation of Ross J. Schofield, Assistant Caretaker, Caretaking and Maintenance Staff, effective 1985 12 17, be accepted.

(c) That Sylvia Scarrow be confirmed in the position of Administrative Assistant, Secondary School, effective 1986 01 01.

(d) That Cathy Small be appointed to the Probationary Secondary School Clerical Staff, effective 1985 12 23, at a starting salary of \$273.25 per week, Level 1, according to the Collective Agreement.

(e) That Cindy Radisavljevic be appointed to the Probationary Secondary School Clerical Staff, effective 1985 12 30, at a starting salary of \$273.25 per week, Level 1, according to the Collective Agreement.

(f) That the effective start date for Linda White, Assistant Caretaker, approved at the October meeting, be changed to 1985 10 15.

3. That the sum of \$14,987 be approved for payment of additional debt charges to the City of Hamilton for 1985 to compensate for the shortfall in their 1965 American Exchange Reserve Fund.

4. That the following report re secondary school recipients of Trust Fund Awards for the school year 1984-85 be approved as presented to the members.

Award	Student	School
Annie Dora Needle Award	Mark Szewczyk	Barton
	Paul Matwychuk	Westdale
	Linda Tufts	Westmount
Hamilton Draftsmen's Association Award	Carol Coburn	Sir Winston Churchill
	Kenneth Thomson	Delta
	Bryan Ablett	Glendale
Buchan Medal	Brian Holgate	Hill Park
Lawrence Munro	Dusan Stupar	Westdale

**Awards Pertaining to
Sir John A. Macdonald
Secondary School
Art School Trust Fund**

(a) First Prize	Donald Davidson
Second Prize	Karen Golightly
(b) Drafting	
Architectural	Claudio Montoya
Mechanical	Joe Ceretti

W. B. Cleland Prize (proficiency in Metalwork)
Mike Lai

George R. Parke Trophy (Senior Championship on Sports Day)
Ratko Knezich

The Ida M. Robb
Memorial Fund Sue Richard

5. That the 1986 membership fee of \$300, on behalf of the Separate School Trustee members of the Board of Education for the City of Hamilton, be paid to the Ontario Separate School Trustee Association.

6. That clauses 1(i), (j), 2(a), (b), (c), (d), (f), (g), 3(a), (b), (c), 5(a), (b) and 6(b) of the report of the Education Management Committee be approved, and that in connection with clause 1(i) and (j), the Board's gratuity be paid to Stephen Anthony and Frank Bellamy, and that clauses 5(a) and (b) be referred to the Budget Review Committee.

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of E. Ann Leaist, Clerical Staff, be accepted effective 1985 12 09.

(b) That the resignation of Ola Matheson, Teacher Aide Staff, be accepted effective 1986 01 06.

(c) That Celena Mair be appointed to the Probationary Teacher Aide Staff, effective 1985 12 18, at a starting salary of \$9.05 per hour.

(d) That the Personal Leave of Absence for Anna Litzen, Teacher Aide, be changed to commence 1986 01 06.

(e) We regret to announce the death of Donna Hodgson, Clerical Staff, on 1985 12 09.

2. That the sum of \$5,593 be approved for payment of additional debt charges to the City of Hamilton for 1985 to compensate for the shortfall in their 1965 American Exchange Reserve Fund.

3. That the Transportation Committee be reconstituted in 1986, with the same number of members as in 1985.

4. That clauses 2(a), (b), (c), 3(a), 4(b), (c), (d), (e), (g), and (h) of the report of the Education Management Committee be approved.

Respectfully submitted,

Board Room,
1986 01 09.

SANDI BELL,
Chairman.

ADDENDUM

The following motion was considered at the January meeting of the Business Management Committee and was LOST:

GENERAL

1. That the 1986 membership fee of \$21,771.00 be paid to the Ontario Public School Trustees' Association and the Ontario School Trustees' Council.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Bell, Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), McKague (Superintendent of Curriculum and Special Services), Rielly (Superintendent of Operations), and Beveridge (Associate Superintendent of Curriculum and Special Services).

PART I

1. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That a grant application under the Canadian Job Strategy Plan to Employment and Immigration Canada for a four-year co-operative education retail marketing mall project in the amount of \$149,673 be approved. (It is anticipated that the maximum cost to the Board, over four years, will be \$74,000.)

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That John Kirkland be re-appointed to the Probationary Staff, effective 1986 02 01, with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective 1986 02 01, with salaries according to schedule:

Paul Beattie

Norma Dreossi— $\frac{1}{6}$ ($\frac{2}{6}$ Sem. 2 only)

Richard Moll

Patricia Omerod

Judith Whidden

(c) That William Hendry be appointed to the position of Acting Vocational Assistant to the Principal, effective 1986 02 01, with salary according to schedule.

(d) That Patricia Dececci be appointed to the position of Acting Head of Department (English), effective 1986 02 01, with salary according to schedule.

(e) That Donald Spearin be appointed to the (confirmed) position of Assistant Head of Department (English), effective 1986 02 01, with salary according to schedule.

(f) That the timetables of the following teachers be changed as shown, effective 1986 02 01:

Lorraine Baatz, from $\frac{4}{5}$ to $\frac{5}{5}$ (full time Sem. 2)

Wanda Bielak, from $\frac{3}{6}$ to $\frac{6}{6}$

Dorte Deans, from $\frac{3}{6}$ to $\frac{6}{6}$

Patricia DiFrancesco, from $\frac{2}{6}$ to $\frac{4}{6}$ ($\frac{2}{6}$ Sem. 1 and 2)

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 01 16.

REPORT OF THE SPECIAL MEETING OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Sandi Bell (Chairman), Trustees Clarke, Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddell, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

PART I

1. That clause 1(a) of the report of the Special Meeting of the Education Management Committee be approved as presented to the members.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 01 16.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 01 28.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

A moment of silence was observed in memory of the seven people who died aboard the Challenger Shuttle at Cape Canaveral.

The special meeting was called to order to consider the report of the special meeting of the Education Management Committee and to hear reports from the Director with respect to the Shapiro Report — The Report of the Commission on Private Schools in Ontario.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That Part One of the report of the special meeting of the Education Management Committee be and the same is hereby adopted. Carried.

An overview of the contents of the Shapiro Report was presented by Patricia Myatt, Administrative Assistant to the Director.

It was explained the Commission is made up of one man, Dr. Bernard Shapiro. Dr. Shapiro consulted with experts in the areas of legal, philosophy and values, cost and history.

Each Chapter of the report was then reviewed. Chapter I referred to the mandate and the fact there was an Advisory Committee of 15 people. Chapter II has the statistics and history. Chapter III includes a comparison from other countries, and Chapter IV reviewed the briefs from Ontarians showing the opinions.

The mandate and briefs from the public were questioned by Trustee Flaherty. Mr. Krever replied the Order In Council stated the mandate and the briefs from the public were not distributed to school Boards, although would be available at the Ministry of Education.

Trustee Kennedy expressed concern on the lack of certificated teachers in the private schools, but Mr. Krever replied secondary, private schools are inspected by the Ministry since some teachers are not certificated.

Moved by Mr. Ruddle, seconded by Mr. Webb: That this meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mr. Ruddle: That Trustee Angleo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

Trustee Di Ianni took the Chair and called on the Director to review Chapter V of the Shapiro report. There were three common arguments to support funding as put forth in the briefs:

- (a) parents should be able to choose the school environment that supports their own value system
- (b) it is discriminatory to fund the Roman Catholic community for education and not other Ontario religious groups
- (c) double taxation

Those who opposed the funding based the arguments on:

- (a) the current financial constraints on the Ontario treasury
- (b) the abandonment of advantages of a common acculturation experience
- (c) the development of a two-tier system of schooling.

In Dr. Shapiro's report, the recommendations are divided into six categories covering 61 recommendations:

- (a) a standard for all schools: satisfactory instruction and qualified teachers
- (b) Private school: status responsibilities and teacher qualifications
- (c) Public funding of independent schools
- (d) Board (public and separate) schools: new opportunities

- (e) Special cases e.g. pre-school programs, home schooling, religious education, special education
- (f) some matters of process

Of particular note, one of Dr. Shapiro's beliefs: That, as a matter of public policy, and so long as the public policy objectives outlined above are not substantially eroded, new initiatives both in the public support of private schools and in the relationship of these schools to the public schools should be actively developed and tested.

The Director then gave a brief precis of each of the 61 recommendations.

Trustee Kennedy remarked he could see a lot of schools being formed and standards slipping, but the Director was not worried since there will be inspections and restrictions.

In the opening remarks of the report, Dr. Shapiro notes private high schools produce higher levels of academic achievement, but Trustees Van Horne and Detwiler felt the screening of students would result in higher standards.

When Trustee Van Horne wondered if a student would have to participate in the religious programme at a school that is religiously defined, Trustee Rogers felt the philosophy of the school would permeate all the subjects.

The concept of the Associated Schools as proposed in the report would mean a private school operating in association with a Board. The Director referred to the example of running a programme operated by the Jewish School and then the student may take subjects in the regular school. Trustee Kennedy asked what would be the jurisdiction of the Board, and Mr. Krever replied this has not been addressed. In the final section pertaining to the matter of process, it was pointed out that the cost would be \$75 million.

Trustee Vine remarked on the fact this Board opposed the extension of funding to separate schools, so the Board should take a stand on this issue as well.

Trustee Detwiler could see this fragmenting the public school system, and Trustees Hicks and Kennedy opposed the report as well. While Trustee Rogers was not an advocate of funding of private schools, he felt the report should be considered more carefully, especially the Associated School concept.

Trustee Deans saw the report as strengthening private schools at the expense of public education, but both Trustees Deans and Gallagher could see parts to be relevant. Trustee Gallagher was reluctant to do anything but receive the report, then consider the items and respond by the April 30th deadline.

Moved by Mrs. Vine: That the Hamilton Board of Education prepare a response to the Shapiro Report — The Commission on Private Schools in Ontario.

While Trustee Van Horne supported the motion, she felt it gives no direction. Trustee Hicks emphasized the Board should take a stand since this Board is on record as opposed to separate school funding, but Trustee Mulholland noted the Board opposed the separate school funding because of parts of the concept.

Mrs. Vine amended her motion by including: "in opposition to the Shapiro Report."

Trustee Van Horne remarked she is fundamentally opposed to the funding of private schools, as she is fundamentally opposed to the funding of separate schools.

Trustee Rogers could support the motion as it now stands. Many positive points are in the report and Trustee Gallagher felt the \$75 million is somewhat short of the actual cost.

After more discussion on the meaning of the motion on the floor, Trustee Vine withdrew her motion and proposed the following:

Moved by Mrs. Vine: That the Hamilton Board of Education prepare a response to the Shapiro Report — The Commission on Private Schools in Ontario in opposition to the basic premise of public funding for private schools. Carried.

Moved by Mrs. Deans: That the Hamilton Board of Education prepare a response to the Shapiro Report. Carried.

Moved by Mr. Maguire: That an ad hoc committee be struck to prepare the brief regarding the Shapiro Report, members to be named by the Chairman of the Board, and to report to a special meeting of the Board no later than March 1986. Carried.

Moved by Mr. Ruddle: That the meeting of the Committee-of-the-Whole now be dissolved and return to the special meeting of the Board. Carried.

Mrs. Van Horne resumed the Chair and called on Mr. Di Ianni for his report.

Moved by Mr. Di Ianni, seconded by Mrs. Vine: That the report of the Committee-of-the-Whole be and the same is hereby adopted.

At Trustee Mulholland's request, the vote was taken separately on each of the three items. The clauses were adopted.

At Trustee Flaherty's request, additional information will be made available to the ad hoc committee members with respect to private schools in the Hamilton area (i.e., statistics).

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Beverley Mitchell be re-appointed to the Probationary Staff, effective 1986 02 01, with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective 1986 02 01, with salaries according to schedule:

Mary Bliszczyk
Lyn Cole
Ronald Findlay
Elizabeth McDannold

(c) That Michelle Lapointe be appointed to the Temporary Staff, effective 1986 02 01 to 1986 06 30.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 01 28.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 02 13.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services).

The minutes of the last regular and special meetings were adopted as presented to the members.

Communications from the Ontario Council for Leadership in Educational Administration congratulating the Board on the leadership roles it has taken, and the Ontario Public School Trustees' Association advising the Board of an ad hoc committee that has been established by that organization to develop an award in memory of Dr. Harry Paikin, to be awarded to a trustee or trustees for outstanding service, were read to the members. These were received and ordered filed.

A notice of motion was presented by Trustee Cunningham as follows:

WHEREAS if the Board hires an Affirmative Action Coordinator, this person will require a committee through which to report and from which to receive direction and,

WHEREAS our present Affirmative Action Committee is an ad hoc committee and,

WHEREAS items may be added to agendas of ad hoc committees only through the originating committee and,

WHEREAS this procedure may unnecessarily delay the work of the Board and,

WHEREAS items may be added to agendas of Special Committees, when necessary, by either officials or Trustees and,

WHEREAS the report from the Ministry of Education regarding the appointment of Affirmative Action co-ordinators recommends the Boards establish affirmative Action standing Committees,

THEREFORE BE IT RESOLVED that the Board of Education for the City of Hamilton establish, under its Rules and Regulations, a special committee, to be called the Affirmative Action Committee. This committee would report to the Board through the Education Management Committee, would be of the same makeup as our present ad hoc committee and would be in existence for the duration of the term of an Affirmative Action co-ordinator.

A notice of motion was presented by Trustee Flaherty as follows:

WHEREAS the Ontario Human Rights Code prohibits discrimination in employment on the basis of age which is defined as 18 years or more and less than 65 years; and,

WHEREAS the Ontario Human Rights Code is being challenged in the Supreme Court of Canada, by an employee who has been forced to retire at age 65,

THEREFORE BE IT RESOLVED, that the Board of Education for the City of Hamilton suspend its policy of mandatory retirement at age 65 until the Supreme Court of Canada determines the constitutionality of the Human Rights Code with respect to age discrimination.

Committee reports were presented as follows:

Education Management Committee and Special Report
—Mrs. Clarke

Business Management Committee—Mrs. Bell

Moved by Mrs. Clarke, seconded by Mrs. Baskin: That the General Part of the report of the Education Management Committee be and the same is hereby adopted.

Trustee Mulholland wanted to make a general remark to all staff who will be retiring over the next few months. He expressed good wishes to the retiring staff members, and thanked them for their dedication and loyal service. There will

be a special evening in June at which time formal recognition will be conveyed to all members retiring from the staff this year.

The report was then adopted.

Moved by Mrs. Bell, seconded by Mr. Maguire: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Trustee Ruddle wanted to congratulate the Scott Park Jazz Band under the auspices of Mr. Russ Weil. They will be giving five performances at Expo '86.

PART I

A communication from the McQueen Family thanking the Board for its expression of sympathy was read to the members. It was received and ordered filed.

Moved by Mrs. Clarke, seconded by Canon Rogers: That Part One of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. McMurrich: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

PART II

Moved by Mrs. Clarke, seconded by Mr. McMurrich: That Part Two of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Webb: That Part Two of the report of the Business Management Committee be and the same is hereby adopted.

Trustee Bell pointed out the Accommodation Report has been dealt with, and thereby proposed the Highview matter now be considered.

Moved by Mrs. Bell, seconded by Mrs. Baskin: That the matter of the lease for Highview School to Mohawk College which was tabled 1985 11 07 be lifted from the table. Carried.

Moved by Mrs. Bell, seconded by Mrs. Vine: That the Board lease Highview School to Mohawk College for a period of five years.

The Chairman indicated this will now become item 7 under the report of the Business Management Committee.

Trustee Bell believed Mohawk College will make good use of this school, and she suggested Burkholder be investigated for re-opening.

Trustee Hicks remarked he will not debate or vote on the matter due to possible conflict of interest.

Trustee Vine realized there has been a delay on this matter, but this Board's first responsibility is to its students, and the Board had to look at every possibility.

Trustee Deans did not like to see a good facility closed, and leasing it to Mohawk College is better than leaving it empty.

The motion was then adopted. The report, as amended, was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE
THIRD REPORT**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That a member of Senior Management attend the World Congress on Education and Technology to be held at Vancouver, B.C., from Thursday, 1986 05 22 to Sunday, 1986 05 25, and that expenses be paid according to policy.

(b) That an Area Superintendent attend the N.A.A.S.P. Convention to be held at Orlando, Florida, from Friday, 1986 02 14 to Monday, 1986 02 17, and that expenses be paid according to policy.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the resignation of Mr. Bruce R. Brace, Supervisor of Curriculum and Instruction (Technical), who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

(b) That the resignation of Mr. Albert J. Shupe, Supervisor of Guidance Services, who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved.

(a) That one Business Education Consultant, one Values Education Consultant, and two Administrative Assistants attend the "OCLEA: Board Consultants as Trainer and Key Resource for School Administrators' Conference" to be held at Toronto, Wednesday, 1986 02 05 to Thursday, 1986 02 06 and that \$225 each be paid towards registration.

(b) That one English Consultant attend the "OCLEA: Curriculum Leadership for Principals' Conference" to be held at Toronto, Wednesday, 1986 02 12 and that \$135 be paid towards registration and expenses.

(c) That the action of the Superintendent of Curriculum and Special Services in permitting one English Consultant to attend "OCLEA: A Processed Approach to System Writing Assessment, held at Toronto, Monday, 1986 01 27 and that \$115 towards registration be paid, be approved.

(d) That one Consultant of Mathematics attend the "Annual Conferences of the National Council of Supervisors of Mathematics and the National Council of Teachers of Mathematics" to be held at Washington, D.C., Monday, 1986 03 31 to Saturday, 1986 04 05 and that registration and expenses be paid according to policy.

(e) That Mr. David Rogers be appointed Acting Consultant of Computer Education (.5) effective 1986 02 17 until 1986 06 30 with salary according to schedule.

(f) That the appointment of Mr. Paul Rehak as Acting Consultant of Computer Education (.5) be extended to full time (1.0) effective 1986 03 01 until 1988 06 30, with salary according to schedule.

(g) That the Board of Education for the City of Hamilton continue as a Trustee of the 1986 Hamilton & District Science Fair with a contribution of \$3,000.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one Psychological Consultant attend the Ontario Council for Leadership in Educational Administration Workshop on Assessing Adolescents to be held at Toronto on Monday, 1986 02 03, and that \$130 be paid towards the cost of registration and expenses.

(b) That up to five Psychological Consultants attend the 39th Annual Convention of the Ontario Psychological Association to be held at Toronto from Thursday, 1986 02 13 to Saturday, 1986 02 15, and that each receive \$125 towards the cost of registration and expenses.

(c) That two administrative officials attend the Canadian Symposium on Special Education Issues, sponsored by the Ontario Council of Administrators of Special Education, to be held at Toronto on Tuesday, 1986 03 04 and Wednesday, 1986 03 05, and that each receive \$130 towards the cost of registration and expenses.

(d) That the Supervisor of Adjustment Services attend the Conference on Sexual Abuse to be held at Toronto from Monday, 1986 03 17 to Thursday, 1986 03 20, his registration and expenses to be funded by the Child Abuse Council of Hamilton-Wentworth.

(e) That one Special Education Consultant attend the Ontario council for Leadership in Educational Administrative Symposium on Assessment for the Teaching / Learning Process: Issues in Secondary Education to be held in Toronto from Sunday, 1986 02 23 to Tuesday, 1986 02 25 and that \$190 be paid towards the cost of registration and expenses.

(f) That one Outdoor Education Resource Teacher attend the "Teaching Forestry in Ontario Schools" workshop to be held at Kleinberg on Thursday, 1986 02 27 and Friday, 1986 02 28, and that \$90 be paid towards the cost of registration and expenses.

5. That the following recommendation regarding the Proposed Technological Studies Fair be approved:

(a) That up to \$10,000 be allocated for a Technological Studies Fair to be held in January, 1987.

Clause 6(a) referred to Budget Review by B.M.C.

6. That the following report of the Affirmative Action Committee be approved:

(a) That the Board of Education for the City of Hamilton hire an Affirmative Action Co-ordinator and apply to the Ministry of Education for the grant.

7. That the following report of the Special Education Advisory Committee be approved:

(a) That the special education staffing needs be reviewed by the Board.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Gale Bale, 1985 12 09 to further notice
Mary Bliszczyk, 1985 12 06 to 1986 01 31
Jean Cole, 1986 02 03 to further notice
Mary Curtis, 1985 11 21 to further notice
Norma Dreossi, 1985 12 12 to 1986 01 31
Robert Forshaw, 1985 11 20 to 1986 01 07
Katharine MacLean, 1986 01 06 to 1986 01 31
Scott Mauthe, 1985 12 03 to further notice

(b) That the request of Elaine Smith for a Personal Leave of Absence, effective 1986 09 01 to 1987 08 31, be granted.

(c) That the request of Anne Brown for an extension of her Personal Leave of Absence, effective 1986 09 01 to 1987 08 31, be granted.

(d) That the resignation of Hubert A. Fullarton, who is retiring on superannuation effective 1986 03 31, be accepted with regret, and that he be considered for gratuity in accordance with the Board's plan.

(e) That the resignation of Jenny Sosulski, who is retiring on superannuation, effective 1986 06 30, be accepted with regret, and that she be considered for gratuity in accordance with the Board's plan.

(f) That the resignation of Wallace Metcalf, effective 1986 08 31, be accepted with regret.

(g) That the timetable change of Patricia DiFrancesco, approved at the January Meeting, be changed to read, "from $\frac{3}{4}$ to $\frac{5}{8}$ (full time Semester 1, $\frac{4}{8}$ Semester 2).

(h) That the request of the Grand Lodge of Ontario, Independent Order of Odd Fellows, to sponsor the visit of a high school student to the United Nations in New York City in the summer of 1986 be accepted.

(i) That the following trips be approved:

(i) Ainslie Wood, Crestwood, Parkview, Grades 9-12, Talisman Ski Resort, 1986 02 14 and 28

(ii) Alternative Education (Caledon), Grades 9-12, Talisman Ski Resort, 1986 02 21

(iii) Barton, Grades 12-13, Talisman Ski Resort, 1986 02 26

(iv) George P. Vanier, Grades 10-12 (7 students), World Affairs Conference, Toronto, 1986 02 17-18.

(v) Glendale, Scott Park, Westmount, Grades 11-13, St. Donat, Quebec 1986 03 09-14 (Sunday to Friday) (March Break)

(vi) Scott Park, Grades 9-11, Boys' Basketball Team, Orillia, 1986 02 08

(vii) Scott Park, Grades 9-13, School Band, Rochester, New York, 1986 04 30 - 1986 05 02 (Wednesday to Friday)

(viii) Sir John A. Macdonald, Grades 12-13, Mount St. Louis / Moonstone, 1986 02 27

(ix) Sir Winston Churchill, Grades 9-13, Horseshoe Valley, 1986 02 20

(x) Sherwood, Grades 11-13, Basketball Team, Orillia, 1986 03 07

(j) That Bettyjean Robinson be appointed to the Probationary Staff for a Section 16 Community Facility (St. Joseph's Hospital), effective 1986 02 17; with salary according to schedule.

(k) That Ralf Gmell be appointed to the position of Acting Head of Department (Science), effective 1986 09 01 to 1987 06 30, with salary according to schedule.

(l) That the request of Margaret Webster for an extension of her Disability Leave, effective 1986 01 01, be approved.

(m) That the resignation of Ruth Mahy, effective 1986 01 31, be accepted with regret.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one secondary (composite) principal and one secondary (composite) vice-principal attend the "OCLEA: Curriculum Leadership for Principals Conference" to be held at Toronto, Wednesday, 1986 02 12 and that \$135.00 each be paid towards registration and expenses.

(b) That one secondary (composite) principal attend the "Colloque des Directeurs D'Ecoles Secondaires Conference" to be held at Sudbury, Thursday, 1986 03 20 to Friday, 1986 03 21 and that travel and expenses be paid according to policy.

(c) That one secondary (composite) teacher attend the National Competition of the Canadian Stage Band Festival at Expo '86 as a conductor to be held at Vancouver, British Columbia, Monday, 1986 05 12 to Tuesday, 1986 05 20 and that expenses be paid according to policy.

(d) That two secondary (composite) teachers attend the "11th Annual Science Teachers' Seminar" to be held at Chalk River, Thursday, 1986 04 10 to Saturday, 1986 04 12 and that registration and expenses be paid according to policy.

(e) That the Chairman of the Headmasters' Association attend "The Ontario Secondary School Principals' Conference" to be held at Toronto, Wednesday, 1986 02 19 to Friday, 1986 02 21 and that expenses be paid according to policy.

(f) That two secondary (composite) teachers attend the "Professional Development Day for Teachers" Conference to be held at Guelph, Friday, 1986 02 14 at no expense to the Board.

(g) That one secondary (composite) principal attend the "OCLEA: The Senior Citizen: A Potential School Board Client and an Important Resource" to be held at Toronto, Thursday, 1986 02 27 and that \$135.00 be paid towards registration and expenses.

(h) That one secondary (composite) principal attend the "OCLEA: Bi-Levelling — A Practical Strategy Conference to be held at Toronto, Friday, 1986 02 28 and that \$135.00 be paid towards registration and expenses.

(i) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend "OCLEA: A Processed Approach to System Writing Assessment" held at Toronto, Monday, 1986 01 27 and that \$135.00 be paid towards registration and expenses, be approved.

(j) That one secondary vice-principal attend the "OCLEA: Improving Instruction in the Classroom" to be held at Toronto, Friday, 1986 02 14 and that \$135.00 be paid towards registration and expenses. (Staff Development)

(k) That two secondary (vocational) teachers attend the "Alumni Association of the Niagara Commission School of Horticulture Conference" held at Niagara Falls, Ontario, Friday, 1986 02 07 and Saturday, 1986 02 08 and that \$90.00 each be paid towards registration and expenses.

(l) That one secondary (composite) teacher attend the Watcom Seminar to be held at Waterloo, Thursday, 1986 02 27 to Saturday, 1986 03 01 and that registration and expenses be paid according to policy.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one secondary school teacher attend the Ontario Council for Leadership in Educational Administration Workshop on Strategies for the Implementation of Computers Across the Spectrum of Special Education to be held in Toronto, Friday, 1986 02 07, and that \$130 be paid towards the cost of registration and expenses.

(b) That one secondary school principal attend the Ontario Council for Leadership in Educational Administration Symposium on Assessment for the Teaching / Learning Process: Issues in Secondary Education to be held in Toronto from Sunday, 1986 02 23 to Tuesday, 1986 02 25 and that \$190 be paid towards the cost of registration and expenses.

(c) That up to 3 secondary school teachers and 10 students attend the Mini-Conference for Adults and Gifted Intermediate Senior Students, sponsored by the Association for the Gifted in Ontario, to be held in Toronto on Saturday, 1986 03 22 and that \$345 be paid towards their registration and expenses.

(d) That the action of the Associate Superintendent of Curriculum and Special Services in permitting one secondary school teacher to attend the Annual Ideashop Conference, sponsored by the Ontario School Library Association, held in Toronto on Thursday, 1986 01 30 and/or Friday, 1986 01 31 and/or Saturday, 1986 02 01, be approved and that \$250 be paid towards registration and expenses.

4. That the following recommendation regarding the request to provide a .5 Additional Teacher for B'Nai Brith be approved:

(a) That, subject to funding by the Ministry of Education, the Board of Education for the City of Hamilton provide an additional .5 teacher for the B'Nai Brith educational program.

Clauses 5(a) & (b) referred to Budget Review by B.M.C.

5. That the following recommendations regarding the Co-operative Education — Transition to Employment — Incentive Fund be approved:

(a) That the Hamilton Board of Education apply to the Co-operative Education Incentive Fund for transportation subsidization.

(b) That the Hamilton Board of Education apply for grant subsidization to support the expansion of the present monitoring program.

6. That the following recommendation regarding the East Kiwanis Association — Use of Westdale Secondary School be approved:

(a) That the Board of Education for the City of Hamilton implement, in co-operation with the Kiwanis Non-Profit Housing Project, a Job Entry Program for Youth during the period of February 14, 1986 to January 31, 1987.

7. That the following report of the French Language Advisory Committee be approved:

(a) That Mr. Jean Desmarais be the Special Education Advisory Committee representative from the French Language Advisory Committee.

(b) That the 1986 membership fee of \$340.80 be paid to the Association française des Conseils scolaires de l'Ontario.

(c) That the Hamilton Board of Education extend congratulations to Michelle Morra for her winning poem "Le génie du bilinguisme" in the "Concours Oeuvres de fiction" competition.

8. That the following report of the Special Education Advisory Committee be approved:

(a) That, effective September, 1986:

i) A secondary gifted model be implemented for grade nine students based on the congregated-class concept.

ii) The program include a core "gifted academic package", consisting of English, Mathematics, History, Geography and Science.

iii) i) Subject to periodic review, the program be offered at Westmount (Upper City).

ii) Subject to periodic review, the program be offered at Sir John A. Macdonald (Lower City).

iv) The present system of having a Learning Resource Teacher for the Gifted in every composite secondary school be continued for one year, subject to an immediate review by the Special Education Advisory Committee of the philosophy and practice of the program.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1986 02 17, with salaries according to schedule:

Ghislaine Dean (.2)

Eleanor Thomas (.5)

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Margaret Butler, 1986 02 24 to 1986 06 27 (.8)

Kathryn Evans, 1986 01 09 to 1986 02 07 (.5)

Colleen Ireland, 1986 02 10 to 1986 03 27

Donna Moore, 1986 02 03 to 1986 06 27

Sheila Mowbray, 1985 12 10 to 1986 01 31

Lynda Zonneveld, 1986 01 13 to 1986 02 14

(c) That the appointments of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Kathleen Brown, 1985 10 15 to 1986 02 28

Margaret Fleet, 1985 09 17 to 1986 03 07

Bruce MacPherson, 1985 09 03 to 1986 04 30

(d) That Olga Hencher, Primary Consultant, be returned from secondment by the IBM Corporation, effective 1986 02 01.

(e) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Faye Spoar, 1986 03 03

Judith Stokoe, 1986 03 03

Kerri Wall-Wilson, 1986 01 06 (.5)

(f) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Barbara Brown, 1986 04 01 to 1986 07 28

Marilyn Marshall, 1986 04 01 to 1986 07 28

Grace Mathieson, 1986 04 01 to 1986 07 28

Suzanne Sharrett, 1986 03 17 to 1986 07 11

(g) That the request of Judith Stokoe for a Parental Leave of Absence, effective 1986 02 10 to 1986 02 28 be granted.

(h) That the request of the Ministry of Education for the services of Robert Frame for a total of seven school days in May and June 1986, in order to act as a leader on the Ontario Leadership Course be accepted.

(i) That the resignation of William J. Russell, Principal, who is retiring on superannuation, effective 1986 06 30, be accepted with regret, and that he be considered for gratuity in accordance with the Board's plan.

(j) That Brenda Stewart's timetable be reduced from 1.0 to .5, effective 1986 02 17.

(k) That action of the Superintendent of Operations in the approval of the following trips be approved:

(i) Dalewood, Grade 7, Camp Wanakita, Haliburton, 1986 01 13-15 (Monday to Wednesday) and 1986 01 15-17 (Wednesday to Friday)

(ii) Dalewood, Grade 8, Quebec City, Quebec, 1986 01 15-18 (Wednesday to Saturday)

(l) That the following trips be approved:

(i) Lake Avenue, Grade 8, Quebec City, Quebec, 1986 03 02-05
(Sunday to Wednesday)

(ii) Westview, Grade 8, Quebec City, Quebec, 1986 06 08-11
(Sunday to Wednesday)

(iii) Westview, Grade 7, Camp Arowhon, 1986 06 10-13
(Tuesday to Friday)

(iv) Westview, Grade 8, Ottawa, Ontario, 1986 06 11-13
(Wednesday to Friday)

(m) That the request of Wendy Macintosh for a Maternal Leave of Absence, effective 1986 03 03 to 1986 06 27, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Parental Reasons until 1987 08 31.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend the "Power Communications for Women Conference" held at Toronto, Wednesday, 1986 01 29 and that \$95.00 towards registration be paid, be approved.

(b) That one Junior Consultant attend the "OCLEA: The Board consultant as Trainer and Key Resource for School Administrators conference" to be held at Toronto, Wednesday, 1986 02 05 to Thursday, 1986 02 06 and that \$225.00 be paid towards registration .

(c) That one Primary Consultant attend the "OCLEA: Curriculum Leadership for Principals' Conference" to be held at Toronto, Wednesday, 1986 02 12 and that \$135.00 be paid towards registration and expenses.

(d) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend "OCLEA: A Processed Approach to System Writing Assessment" held at Toronto, Monday, 1986 01 27 and that \$135.00 towards registration and expenses be paid, be approved.

(e) That the staff assistant of Primary/Junior Education attend the Ministry of Education Junior Division Conference to be held at Toronto, Wednesday, 1986 02 19 and that \$25.00 be paid towards registration.

(f) That one principal and one vice-principal attend the "National Association of Elementary School Principals' Conference" to be held at Las Vegas, Nevada, U.S.A., Monday, 1986 04 14 to Friday, 1986 04 18 and that registration and expenses be paid according to policy.

(g) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend the "Renaissance Education Associates Process of Discovery Conference" held at Toronto, Saturday, 1986 01 18 and that registration of \$135.00 be paid, be approved.

(h) That one teacher attend the "Reading '86 Conference" to be held at Toronto, Wednesday, 1986 02 19 to Friday, 1986 02 21 and that \$160.00 be paid towards registration.

(i) That two teachers attend the "Reading for the Love of It Conference" to be held at Toronto, Thursday, 1986 02 13 and Friday, 1986 02 14 and that \$95.00 each be paid towards registration.

(j) That the action of the Superintendent of Curriculum & Special Services in permitting one teacher to attend the "Kodaly Musicianship Workshop", held at Port Nelson United Church, Burlington, Tuesday, 1986 02 04, and that \$15.00 towards registration be paid, be approved.

(k) That one teacher attend the "OCLEA: Improving Instruction in the Classroom conference" to be held at Toronto, Friday, 1986 02 14 and that \$135.00 be paid towards registration and expenses.

3. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the Ontario Council for Leadership in Educational Administration Workshop on Strategies for the Implementation of Computers Across the Spectrum of Special Education to be held in Toronto, Friday, 1986 02 07, and that \$130 be paid towards the cost of registration and expenses.

Clause 4(a) referred to Budget Review by B.M.C.

4. That the following recommendation regarding Social Workers and Compensatory Education be approved:

(a) That an additional three school social workers be appointed to schools identified as "Schools in Need of Additional Educational Support", effective 1986 09 01.

5. That the following recommendation regarding the Children's International Centre be approved:

(a) That \$6,000 be paid to the Children's International Centre for the calendar year 1986-1987 on the understanding that students of this Board scheduled to visit the Centre will be admitted free of charge, and that our participation be reviewed by December, 1986.

Respectfully submitted,

Board Room,
1986 02 04.

Mrs. MARY CAYE CLARKE,
Chairman.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

THIRD REPORT

Present: Mrs. S. Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Deans, Kennedy, Lowe, Maguire, Ruddle, and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as amended, and that clauses (h) and (i) be referred to the Budget Review Committee.

(a) That the resignation of Norman Whittle, Administrative Staff, for the purpose of retirement, be accepted with regret, effective 1986 08 31, and that the Board's gratuity be paid.

(b) That the resignation of Phyllis Charters, Clerical Staff, for the purpose of retirement, be accepted with regret, effective 1986 01 31, and that the Board's gratuity be paid.

(c) That the resignation of M. Norman French, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 27, and that the Board's gratuity be paid.

(d) That James Bowden be appointed to the position of Audio Visual Technician (Stage), Administrative Category 24 (\$25,166 maximum), effective 1986 02 17, with salary according to schedule.

(e) That Laura Labate be appointed to the probationary Clerical Staff (Category A-B — maximum \$325.39 per week) effective 1986 01 20, with salary according to the salary schedule.

(f) That Helena Ryce be appointed to the probationary Clerical Staff (Category A-B — maximum \$325.39 per week), effective 1986 01 28, with salary according to the salary schedule.

(g) That Jean Lehman be appointed to the probationary Clerical Staff, (Category A-B, maximum \$325.39 per week), effective 1986 02 10, with salary according to the salary schedule.

Clauses (h) and (i) referred to Budget Review

(h) That the position of Library Technician ([UTLAS] — University of Toronto, Library Automated System) — Media Services, Category E, be established (maximum \$426.14 per week), effective 1986 07 01.

(i) That the position of Clerk-Typist, Personnel Services, Category A-B, be established (maximum \$325.39 per week), effective 1986 07 01.

(j) That Valerie Moro, Clerical Staff, be promoted to the position of Secretary - Manager, Computer Services, (Category C, maximum \$363.60 per week), effective 1986 02 10, with salary according to the salary schedule.

(k) That the request of Joanne Runco, Clerical Staff, for a Personal Leave of Absence, effective 1986 06 30 until 1986 07 11 (following a Maternal Leave of Absence), approved at the January meeting, be rescinded.

(l) That the Administrative Assistant to the Office of the Business Administrator be requested to attend the O.C.L.E.A. (Ontario Council for Leadership in Educational Administration) Program entitled "Administrative Uses of Computers in Schools and School Board Administrative Offices", to be held at North York, 1986 02 19-20, and that registration and expenses be paid according to policy.

(m) That seven Secretaries be permitted to attend the O.A.S.B.O. (Ontario Association of School Business Officials) Secretarial Workshop to be held at Toronto, 1986 03 20-21, and that the registration fee and expenses be paid according to policy.

(n) That one Supervisory Foreman be requested to attend the 39th Annual Educational Conference of the Niagara Parks Commission School of Horticulture, to be held at Niagara Falls, 1986 02 06-09, and that registration and expenses be paid according to policy.

(o) That the Personnel Analyst be requested to attend the Personnel Association seminar entitled "Costing the Collective

Agreement with a Microcomputer" to be held at Toronto, 1986 04 07-08, and that registration and expenses be paid according to policy.

(p) That the Personnel Assistant be requested to attend the Personnel Association workshop on Job Evaluation, to be held at Toronto, 1986 02 25-26, and that registration and expenses be paid according to policy.

2. That the request for an actuarial study re Retirement Gratuity Plan to be conducted by the Wyatt Company be referred to the Budget Review Committee.

3. That snow removal on school and Education Centre parking lots be considered by the Budget Review Committee in relation to cost-sharing with the teachers and staff or having the Board absorb the full cost of all snow removal.

4. That clauses 1(a), (b), 2(a), (b), 3(a), (b), (c), (d), (g), 4(a), (b), (c), (e), (f) and 5(a) of the report of the Education Management Committee be approved, and in connection with clauses 2(a) and (b), the Board's retirement gratuity be paid to Bruce R. Brace and Albert J. Shupe, and that clause 6(a) of the report of the Education Management Committee be referred to the Budget Review Committee.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members.

(a) That the resignation of Helen Chesla, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 27, and that the Board's gratuity be paid.

(b) That the resignation of Muriel Wintemute, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1986 06 30, and that the Board's gratuity be paid.

(c) That the resignation of Rose Harris, Cleaning Staff, for the purpose of retirement, be accepted with regret effective 1986 06 30, and that the Board's gratuity be paid.

(d) That the resignation of Betty Finlayson, Secondary School Clerical Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's gratuity be paid.

(e) That Bonnie Good, Secondary School Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 01 27.

2. That clauses 1(d), (e), 2(a), (b), (c), (d), (e), (g), (h), (i), (j), (k), (l), 3(a), (b), (c), (d), 4(a), 6(a), 7(b) and 8(a) (I), (II), (III) of the

report of the Education Management Committee be approved, and in connection with clauses 1(d) and (e), the Board's retirement gratuity be paid to Hubert A. Fullarton and Jenny Sosulski, and that clauses 5(a) and (b) of the Report of the Education Management Committee be referred to the Budget Review Committee.

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Ralph A. Kenny, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1986 02 28, and that the Board's gratuity be paid.

(b) That the resignation of Alexander Stewart, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1986 01 14, and that the Board's gratuity be paid.

(c) That the resignation of Helle Kasper, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's gratuity be paid.

(d) That Shaun Baylis be appointed to the position of School Social Worker (.5), Elementary After-School Program (Social Worker MSW Salary Schedule), effective 1986 02 17, with salary according to schedule.

(e) That Joyce Mills be appointed to the Probationary Teacher Aide Staff, effective 1986 02 04, at the starting salary of \$8.75 per hour.

(f) That Linda Matthews be appointed to the Probationary Teacher Aide Staff, effective 1986 02 03, at the starting salary of \$8.75 per hour.

(g) That Jocelyn Dow-Callahan, Teacher Aide Staff, be granted a Maternal Leave of Absence to commence 1986 03 03, in accordance with the Employment Standards Act.

(h) That the Maternal Leave of Absence for Ruth Hall, Clerical Staff, approved at the September meeting, be followed by a Personal Leave of Absence, effective 1986 02 17 until 1986 03 14.

(i) That Jackie Nawrocky, Administrative Staff, be returned from a Maternal Leave of Absence, effective 1986 03 03.

(j) We regret to announce the death of Katherine D. Battiss, Cleaning Staff, on 1986 01 31.

2. That the Hamilton Board of Education contribute \$600.00 towards the total cost of erecting a sign for the Doors of Friendship Community School at Parkdale School.

3. That the Board of Education for the City of Hamilton sell to Baker, Calder, Martin and McGorrian a strip of land approximately 20 feet x 152 feet in the eastern boundary of Southview School for the price of \$8,000.00.

4. That the following report of the Transportation Committee be approved, as presented to the members.

(a) That the Transportation Policy be amended to read: "That Transportation be provided to elementary school pupils, junior kindergarten to grade 8 inclusive" . . . "and that clause 7 of the current policy be deleted".

5. That no action be taken on the report of the Committee to Study Accommodation Matters on the Central and West Mountain with respect to a detailed study of a core school, that was referred by E.M.C., 1986 02 04.

6. That clauses 1(i), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), 3(a), and 5(a) of the report of the Education Management Committee be approved, and in connection with clause 1(i) that the Board's retirement gratuity be paid to William J. Russell, and that clause 4(a) of the Report of the Education Management Committee be referred to the Budget Review Committee.

(Motion was lifted from the Business Management Committee, and formed Clause 7.)

7. That the Board lease Highview School to Mohawk College for a period of five years.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 02 06.

ADDENDUM

The following motion was considered at the Business Management Committee meeting of 1986 02 06, and was LOST:

GENERAL

1. That the Hamilton Board of Education approve an expenditure up to \$20,000 for the professional time involved in the duties of Affirmative Action Co-ordinator.

**REPORT OF THE SPECIAL MEETING
OF THE EDUCATION MANAGEMENT COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddell, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Frosina, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART II

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That Helen Demczuk be appointed to the Probationary Staff, effective 1986 02 17 (.5), with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 02 13.

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 02 17.

The Board met.

Present: Mrs. R. Van Horne (Chairman), Trustees Clarke, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Lowe, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. K. Rielly (Superintendent of Operations), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations).

The Chairman called the meeting to order and advised the purpose of this meeting is to discuss the retroactive pay for teachers not hired effective September 1, 1985 due to student loss through separate school funding.

Moved by Mr. McMurrich, seconded by Mrs. Vine:

That the Board take the recommended legal action of the January 23, 1986 letter of its solicitor, Evans, Philp with relation to the matter of redundant teachers and their remuneration.

Mr. Gallagher asked if this resolution would give the officials the flexibility they would need to progress with their preparation.

Mr. Cartmell replied yes.

The motion was then adopted.

The meeting then adjourned.

.....
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 02 26

The Board met.

Present: Trustees Ruth Van Horne (Chairman), Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Kennedy, Lowe, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), Penner (Deputy Business Administrator), McKague (Superintendent of Curriculum and Special Services) and Singer (Deputy Administrator - Buildings).

The special meeting was called to order to receive the reports from the special meetings of the Education Management Committee and Business Management Committee with respect to the accommodation report.

Prior to considering these reports, the Chairman requested direction from the Board with respect to the ruling from the Supreme Court of Ontario on the legality of separate school funding. That court has deemed the proposed legislation to be constitutional. ALSBO has invited the Chairmen of its member boards to a meeting, and an agenda item will be reactions from its member Boards in light of this ruling.

Moved by Mrs. Vine, seconded by Mr. Ruddle: That the Hamilton Board of Education re-affirm its position in opposition to the extension of public funding of secondary separate school education.

Trustee Vine felt the reasons for which the Board opposed funding have not changed, and this position should be made to ALSBO, but Trustee Bell was concerned this does not answer the question.

The Chairman reiterated that ALSBO wants to know the Board's position in light of the funding.

Trustee Rogers felt it is time for the Board to move ahead and work in harmony with the separate school board, and Trustee Deans hoped this now means the confrontation will end. Trustee Kennedy also spoke in support of the motion.

Trustee Cunningham is a firm believer that once it is law, it is the law, but if there is one more chance it will be reversed, she then supported the motion.

Trustee Detwiler supported the motion as she is concerned about the fragmentation of the public school system, and she also believes the public has no idea how costly two systems will be.

Trustee Ruddle believed the Board should not change its stand until after the action of the Supreme Court of Canada.

In closing debate, Trustee Vine wanted to see the Board stand by its decision.

It was requested a recorded vote be taken:

In favour of the motion: Trustees Van Horne, Baskin, McMurrich, Vine, Webb, Ruddle, Cunningham, Lowe, Detwiler, Kennedy and Clarke.

Opposed: Trustees Di Ianni, Mulholland, Rogers, Deans, Flaherty, Frosina, Maguire, Gallagher and Bell.

The motion was adopted.

Moved by Mrs. Clarke, seconded by Mr. Gallagher: That Part One of the report of the special meeting of the Education Management Committee, excluding clause (b) be and the same is hereby adopted. Carried.

The conflicting clause was then considered.

Moved by Mrs. Bell, seconded by Mrs. Clarke: That item (b) be worded as follows: "That the officials review Crestwood and Caledon Schools with the view to combining them into a co-educational facility as soon as possible". Carried.

Moved by Mrs. Bell, seconded by Mr. Maguire: That Part One of the report of the special meeting of the Business Management Committee be and the same is hereby adopted. Carried.

PART II

Moved by Mrs. Baskin, seconded by Mrs. Vine: That Part Two of the report of the special meeting of the Education Management Committee, excluding clauses (d) and (f) be and the same is hereby adopted. Carried.

The conflicting clauses were then considered.

Moved by Mrs. Baskin, seconded by Miss Cunningham: That clause (d) be worded as follows: "That one junior school for the trainable retarded be studied for closure, and the Closure Policy Schedule be implemented".

Moved in amendment by Mrs. Clarke, seconded by Mrs. Bell: That clause (d) be amended as follows: "That one junior school for the trainable retarded be studied for closure in June 1987".

Trustee Clarke expressed concerns on the time lines and this Board has always been sensitive to the needs of the students in this City. Trustee Bell reiterated these concerns and she wanted the Board to make the best decision, but Trustee Vine pointed out that delaying things does not necessarily make them better. Trustee Baskin could not justify operating such a small school.

The amendment was defeated.

When Trustee Deans understood there will be two parent committees against each other, the Chairman clarified the policy indicates the recommendation will come back to the Board first, and then there will be one committee.

The motion was adopted.

Moved by Canon Rogers, seconded by Mrs. Vine: That item (f) from the report of the Education Management Committee be deleted.

Trustees Kennedy and Detwiler were concerned on the amount of money entailed for the portables, but they agreed a solution is still needed.

Trustee Ruddle remarked if the portables are not provided, where will you put the children?

Trustee Vine understood there is room in Linden Park School for French immersion students, and if the portables are approved for purchase, then it will make it impossible to find another solution.

Trustee Rogers supported these comments, and the other groups in Linden Park should find an alternative.

The motion was adopted.

Moved by Mrs. Bell, seconded by Mr. Ruddle: That Part Two of the report of the special meeting of the Business

Management Committee be and the same is hereby adopted.
Carried.

Moved by Mr. McMurrich, seconded by Mr. Webb: That the Board postpone for one year the 1983 10 11 motion closing Allenby School, and that this matter be reviewed again in the 1986-87 Accommodation Report.

Mr. McMurrich gave enrolment statistics where there has been a reverse in the trends. These statistics show an 8% increase and he estimated there will be more children in this area by the fall of 1987. He urged the members to support the motion — the community is very concerned.

Trustee Vine understood some students have returned to Strathcona that were not anticipated, and while she was torn on this issue, a school should not be closed and a portable put elsewhere.

Trustees Deans and Baskin supported the motion, and Trustee Baskin had always viewed Allenby as a problem area. It will be of benefit to see it included in the accommodation report next year. Trustee Ruddle supported the motion, especially for the very young children who would need to cross two main streets.

In closing debate, Trustee McMurrich remarked the Board should not take a chance with these numbers, and arguments that promoted this resolution have not been reversed.

A recorded vote was requested.

In favour of the motion: Trustees Van Horne, McMurrich, Baskin, Webb, Ruddle, Rogers, Bell, Clarke, Detwiler, Deans.

Those opposed: Trustees Mulholland, Cunningham and Kennedy.

The motion was adopted.

The meeting then adjourned,

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddie, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague Superintendent of Curriculum and Special Services, and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendations with respect to the Accommodation Report be approved:

(a) That the Board of Education, with input from the French Language Advisory Committee, study the possibility of moving G. P. Vanier from the Southmount building to the Agnes Macphail building.

(b) That the officials review Crestwood and Caledon School with the view of making them co-educational as soon as possible.

Motion amended at Special B.M.C. and Board

PART II

1. That the following recommendations with respect to the Accommodation Report be approved:

(a) That no action be taken on Recommendation No. 1 (a) that Allenby School provide a program for Junior Kindergarten, Kindergarten and Grade one and two pupils in 1986-1987.

(b) That no action be taken on Recommendation No. 1 (b) that pupils in other grades in the Allenby area be given the option of attending a neighbouring school of their choice.

(c) That no action be taken on Recommendation No. 1 (c) that an adult education centre be established at Allenby School in September, 1986 and that this be referred to a special meeting of the Education Management Committee that will deal with Adult Education.

(d) That Southview School for the trainable retarded be studied for closure and the Closure Policy Schedule be implemented.

Motion amended at Special B.M.C. and Board to read one junior school.

(e) That the policy for the Consolidation of School Accommodation - Elementary Schools be approved as amended.

(f) That two portables be placed on the Pauline Johnson / Cardinal Heights campus for use beginning September, 1986.

Motion defeated at Special B.M.C. and Board.

Respectfully submitted,

MARY CAYE CLARKE,
Chairman.

Board Room,
1986 02 10 and
1986 02 13

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
CONSOLIDATION OF SCHOOL ACCOMMODATION
ELEMENTARY PANEL

Stage I—Identification and Confirmation

1. By December of each year, the Director of Education shall report to the Board on enrolment trends and accommodation needs for all levels of education in the system indicating those schools to be identified for further study for closure.

2. The Director's planning report will include the identification of schools which conform to the following criteria for educational viability:

—JK-5 schools of 200 pupils, or fewer (with at least 150 in the grades)

—JK-6 schools of 200 pupils, or fewer (with at least 165 in the grades)

—6 / 7 / 8 schools of 250 pupils, or fewer

and that JK-8 schools, for purposes of this report, be considered as two schools occupying one building and that the guidelines above be applied for each part (i.e. JK-5, 6-8).

3. The Director's Accommodation Committee will approach the Community Services Branch of the Hamilton-Wentworth Regional Police Department for input and advice regarding student traffic safety.

4. The Director's Accommodation Committee will approach the Planning and Development Department of the Regional Municipality of Hamilton-Wentworth for input and advice regarding residential construction, future plans for neighbourhoods, etc.

5. On the approval of the Director's recommendations, as presented or amended by the Board, the Principal of the school concerned, under the direction of the Assistant Superintendent (Area) will immediately advise the community of the Board's action and arrange a public meeting under the Chairmanship of the Education Management Committee or a Trustee designated by the Chairman of the Education Management Committee.

The purpose of the meeting is to:

(a) present to the meeting all of the salient data on which the proposal to identify the school for study for closure was made.

(b) to provide those present at the meeting with the opportunity to discuss the identification proposal.

(c) to establish a Review and Analysis Committee.

State II—Review and Analysis

1. A committee composed of one principal, three parents in the school, three residents of the school's attendance area who do not have children in the school (public school supporters), two trustees, two administrative staff and additional resource personnel as required to be established.

2. Administration personnel representatives on Review and Analysis Committees are resource people. All other members have full voting privileges.

3. The Review and Analysis Committee will be provided with the following:

- (a) Operating cost of school considered for closure
- (b) Policy on busing
- (c) Classroom structure
- (d) Floor Plan—of school to be closed
—of alternate schools
- (e) Enrolment by grades
- (f) Map of area
- (g) Estimated numbers of children beyond one mile.
- (h) Problems with physical plant
- (i) Activities in school after hours.
- (j) Bibliography of articles on school closures
- (k) Staffing formula
- (l) Copies of relevant policies.

4. The Review and Analysis Committee will consider the following:

(a) the advantages/disadvantages of the educational programme experience of the students in the school.

(b) the social influences on the community of the existing school.

(c) The enrolment and population statistics, including future developments or redevelopment both within the community and for adjacent attendance areas.

(d) the statement concerning the school facility in terms of the relationship of space used and not used for academic purposes and the state of repair of the building.

(e) system statistics regarding enrolment, instructional costs, maintenance and operation costs.

(f) requirements for Special Education within the Family.

(g) identification of potential student spaces in adjacent schools taking into consideration distances, traffic configuration, busing, lunchroom facilities.

- (h) staff relocation implications.
- (i) any additional pertinent information related to a specific school.
- (j) specific budget implications on program requirements due to enrolment.
- (k) year level organization (triple and double gradings).
- (l) opportunities for alternative compatible use of facilities.
- (m) additional resources that may have to be provided beyond that which would be normally provided.
- (n) staffing implications due to specific school enrolments.
- (o) specific staffing requirements that cannot be met through regular allocations.

The Review and Analysis Committee will have freedom of access to all relevant data, and staff support in the preparation of the report.

The report will normally be compiled during the January to May period for presentation to the Education Management Committee in June for receipt and referral to administration for study.

Stage III—Study of Alternative Recommendations

1. The administration will study the report of the Review and Analysis Committee and the Director will forward specific recommendations to the Education Management Committee for consideration during the month of September.
2. The Board will decide to accept / reject or adapt the recommendations of the Director at the October Board meeting.
3. If the decision of the Board is to not close the school, the school will continue to be subject to regular review.
4. This decision will be communicated to the community through the Assistant Superintendent (Area).

Stage IV—Implementation

1. The administration will convene meetings with parents, students and staff to provide an appropriate orientation programme for all affected by the Board's decision.
2. The administration will implement the decision for closure effective June 30th.

**REPORT OF THE SPECIAL MEETING
OF THE BUSINESS MANAGEMENT COMMITTEE**

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine and Webb.

Officials Present: Messrs. Cartmell (Secretary-Treasurer and Business Administrator), Penner (Deputy Business Administrator), Singer (Deputy Administrator - Buildings), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That clause (a) of the report of the special meeting of the Education Management Committee be approved as presented to the members, and that clause (b) be amended to read: "That the officials review Crestwood and Caledon Schools with the view to combining them into a co-educational facility as soon as possible."

PART II

1. That clauses (a), (b), (c) and (e) of the report of the special meeting of the Education Management Committee be approved as presented to the members, and that clause (d) be amended to read: "That one junior school for the trainable retarded be studied for closure, and the Closure Policy Schedule be implemented", and that clause (f) not be approved.

Respectfully submitted,

SANDI BELL,
Chairman

Board Room,
1986 02 26

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 03 06.

The Board met.

Present: Trustee Ruth Van Horne (Chairman), Trustees Bell, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Sinclair (Manager, Personnel and Employee Relations) and Rielly (Superintendent of Operations).

The special in-camera meeting was called to order with respect to the redundant teachers (separate school funding).

After the presentation of a report from Mr. Sinclair, the following was proposed.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That based on the discussions with Mr. Kennedy, Director of School Business and Finance Branch, Ministry of Education, this Board authorize the officials to negotiate with representatives of the Separate School Board and the Planning and Implementation Commission to effect a resolution on the payment of the 21 redundant teachers.

After a great deal of discussion, the motion was put to a vote and was defeated.

Moved by Mrs. Deans, seconded by Mr. Kennedy: That the Board pay retroactivity to the 21 teachers, without prejudice, and continue to seek redress on the liability of \$46,684 in discussions with the Separate School Board, the Planning and Implementation Commission and the Ministry of Education.

The Chairman of the Board deemed the motion on the floor to be in order, but the Chair was challenged in this regard. The vote was called and the challenge was defeated.

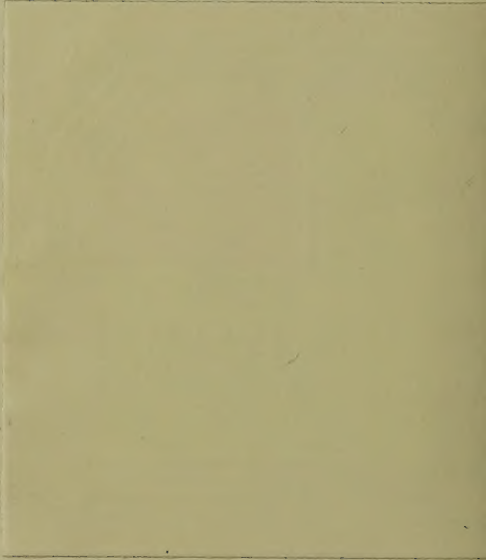
More discussion resulted on the legality of the motion on the floor.

Moved by Mrs. Lowe: That this special "in-camera" meeting of the Board adjourn. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman



MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 03 13.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Cunningham, Deans, Detwiler, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddie, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The special board was called to order to consider the responses to be made to the Ministry of Education with regard to Bill 75, the Governance of French Language, and The Shapiro Report.

At the request of the members, the points contained in the draft response to Bill 75 were considered individually.

The introduction and first six sections were found to be acceptable to the members. A question was brought about by Trustee Bell with respect to section 7, Regional Boards, whereby the uniqueness of the situation should be clarified, but the Director felt this is captured in the introduction.

Concerns were expressed on section 8, Transfer of Schools by Trustees Mulholland and Vine. Trustee Vine was particularly concerned with this since the Board will soon be looking for accommodation for G. P. Vanier, yet the Board does not know if it will remain in this system unless there is legislation. The Board will have nothing to say once Bill 75 is implemented.

Moved by Mrs. Vine, seconded by Mr. Webb: That section 8 be amended to read: Since the majority of students who attend a school such as Georges P. Vanier are graduates of schools from the Roman Catholic Separate School Board and since funding is not yet available for all the grades of the separate school system, legislation is required before the implementation of Bill 75, to enable the public school Board to

transfer schools such as Georges P. Vanier to the Roman Catholic Separate School Board. Carried.

The Summary was then reviewed.

Moved by Mrs. Vine, seconded by Mr. Webb: That the Summary be amended to read: The Hamilton Board of Education finds unacceptable self governance for any schools within its jurisdiction. The Board expects the concerns and suggestions contained in this brief will help the Government formulate an effective Bill for the governance of minority official language education.

Trustee Bell supported the motion, and the wording should be as strong as possible.

The motion was carried.

Moved by Mrs. Bell, seconded by Mr. Maguire: That the response re Bill 75, be adopted as amended. Carried.

The second item of business was the consideration of the response to be made with respect to the Shapiro Report.

Trustees Baskin and Ruddle had some cosmetic changes which were given to the Chairman for incorporation in the draft.

As Chairman of the committee struck to prepare the draft response, Mr. Maguire pointed out there was some ambiguity on Section 48. It suggests that part of the report should change. The report will go to the Ministry, once approved, in the form of a verbal report.

Moved by Mr. Maguire, seconded by Mrs. Vine: That the Hamilton Board of Education adopt the report of the Ad Hoc Committee on the Shapiro Commission's Report on Private Schools, as amended. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 03 13.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Cunningham, Deans, Detwiler, Flaherty, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), and Mr. J. Penner (Deputy Business Administrator).

The minutes of the last regular and special meetings were adopted as presented to the members.

Communications from the Association of Large Schools Boards with respect to voting delegates and the C.S.T.A. convention, a letter thanking the Board for its expression of sympathy from the Whitelock family, and a letter of resignation for the purpose of retirement from R. S. Cartmell, Secretary-Treasurer and Business Administrator were read to the members. The note of thanks re expression of sympathy was received and ordered filed.

Moved by Mrs. Deans, seconded by Canon Rogers: That Trustees Baskin, Maguire and Webb be nominated to represent this Board at the A.L.S.B.O. General Meeting, 1986 05 10 as voting delegates, and that Trustees Bell, Clarke and Van Horne be named as the alternates. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Vine: That Trustee Mulholland be the voting delegate for the Hamilton Board of Education at the C.S.T.A. Annual Convention in May 1986 in Vancouver, B.C. Carried.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That the resignation of Mr. R. S. Cartmell, Secretary-Treasurer and Business Administrator, be accepted with deep regret, effective 1986 08 31 and that it be referred to the Personnel Committee.

Trustee Vine expressed her personal gratitude for Mr. Cartmell's insight and enterprise with regard to Central Elementary School, that being a school and business housed in the same building, and Trustee Deans could not imagine the Board without Mr. Cartmell.

The motion was adopted.

A notice of motion was presented by Trustee Ruddle.

THEREFORE BE IT RESOLVED, that the report of the Rules and Regulations Committee regarding the amendments to the Board's Rules and Regulations, be adopted, as presented to the members.

Committee reports were presented as follows:

Education Management Committee and Special Report — Miss Detwiler

Business Management Committee — Mrs. Bell

Moved by Miss Detwiler, seconded by Mr. Hicks: That the General Part of the report of the Education Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. Hicks, seconded by Mr. Maguire: That the Hamilton Board of Education form a task force to draw up a smoking policy for the Hamilton Board. This task force would report its findings to the EMC which in turn is authorized to examine all aspects of the task force findings and report to the full Board. The membership would be one representative from each of the following: H.T.F., O.S.S.T.F., C.U.P.E., O.P.E.I.U., A.E.F.O., Clerical Staff; plus two officials, one academic and one business; two students and two trustees.

The Chairman pointed out this would become item 1(c) under General.

Trustee Hicks saw the establishment of a task force to the benefit of smokers and non-smokers in the system. Issues would include smoking in staff rooms, ventilation, smoking at all meetings and programmes for those who wish to quit smoking. There must be a positive position to work toward a smoke-free environment.

Trustee Macaluso suggested the Board Doctor also be a member of the task force, and Trustee Hicks agreed with the inclusion of same.

Trustee Bell believed the motion should be in the form of a Notice of Motion, and Trustee Vine challenged the chair in her ruling that the motion remain in its present form, but the challenge was defeated.

Trustees Deans and Maguire favoured the motion, but Trustee Vine wanted to know the exact terms of what was being set up.

In closing debate, Trustee Hicks believed the important thing with a task force is the spirit of co-operation in allowing input and thereby obtaining true findings.

The amendment was adopted. The report, as amended, was adopted.

Moved in amendment by Mrs. Vine, seconded by Mrs. Baskin: That item 1 under General of the addenda, be lifted and be part of the body of the report of the Education Management Committee as clause 5(c).

Trustee Vine believed the expenditure warrants an evaluation, and Trustee Baskin felt the effectiveness should be measured, but Trustees Detwiler and Macaluso understood an evaluation would be unrealistic and impossible to gauge in a year's time. Trustees Flaherty and Mulholland supported the amendment, but not the \$32,500. Trustee Bell understood a programme like this cannot be evaluated in such a short period of time.

The amendment was adopted. The report, as amended, was adopted.

Moved by Mrs. Bell, seconded by Mr. Hicks: That the General Part of the report of the Business Management Committee, be and the same is hereby adopted. Carried.

In pursuance of the notice she gave at the last regular meeting, it was moved by Miss Cunningham, seconded by Mrs. Deans: That the Board of Education for the City of Hamilton establish, under its Rules and Regulations, a special committee, to be called the Affirmative Action Committee. This committee would report to the Board through the Education Management Committee, would be of the same makeup as our present ad hoc committee and would be in existence for the duration of the term of an Affirmative Action co-ordinator.

Trustee Cunningham believed the Committee should have some direction in the event of the approval of the Coordinator. The motion was adopted.

In pursuance of the notice he gave at the last regular meeting, it was moved by Mr. Flaherty, seconded by Canon Rogers: That the Board of Education for the City of Hamilton suspend its policy of mandatory retirement at age 65 until the Supreme Court of Canada determines the constitutionality of the Human Rights Code.

Trustee Flaherty believed the policy should be simple and uncomplicated, and he believed little would change with its implementation. The difference would be for those who want to work, would be able to work a few more years.

Trustee Baskin circulated a list of questions since it is an area of concern to many trustees. To suspend the policy with all these questions unanswered would be unwise. Trustee Deans found she had mixed feelings on this but she did support the motion.

Trustee Webb was concerned the Board may find itself in a precarious position.

Moved by Mr. Webb, seconded by Mrs. Bell: That an ad hoc committee be established to review the matter of mandatory retirement and that the motion to suspend the policy regarding mandatory retirement be referred to that committee for consideration. The committee will have five members, and to report back to the September meeting of the Board.

Trustee Macaluso remarked the Education Act indicates age 65, and he felt this is beyond the Board's jurisdiction.

Trustee Flaherty suspected a committee would be established for this notice of motion, and the committee can seek out information. The motion was adopted.

PART I

Moved by Miss Detwiler, seconded by Mrs. Bell: That Part One of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Macaluso: That Part One of the report of the Business Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. Kennedy, seconded by Mr. Hicks: That clauses 1(a) and (b), Part I, report of BMC, be deleted.

Trustee Kennedy expressed concern on the Board's liability, but Trustee Rogers felt that the Schools' reunion committees have made the arrangements. Trustee Rogers reminded the members of two similar requests last Fall that were approved by the Board.

Trustee McMurrich did not support the amendment and Trustee Bell felt the Board is over-reacting. Trustee Vine did not believe the Board should be deciding on specifics until there is a decision on the policy. Trustee Macaluso maintained the Board would not be liable, but there is the moral point of view.

Trustee Kennedy cited the drinking and driving campaigns and this amendment attempts to tell students what is right and what is wrong.

A recorded vote followed and the amendment was defeated.

In favour: Trustees Webb, Van Horne, Ruddie, Kennedy, Cunningham, Hicks, Flaherty, Frosina and Maguire.

Those opposed: Trustees Baskin, McMurrich, Vine, Mulholland, Rogers, Deans, Lowe, Detwiler, Bell and Macaluso.

The original report was then adopted.

Moved by Mrs. Deans, seconded by Miss Detwiler: That the Board pay retroactivity to the 21 teachers, without prejudice, and continue to seek redress on the liability of \$46,684 in discussion with the Separate School Board, the Planning and Implementation Commission and the Ministry of Education.

Moved by Mrs. Baskin: That the motion be tabled. Carried.

PART II

A communication from the parents of Quadrants 62 and 72 thanking the Board for the decision with respect to busing for Junior Kindergarten children was read to the members. It was received and ordered filed.

Moved by Miss Detwiler, seconded by Canon Rogers: That Part Two of the report of the Education Management Committee, and the special report, be and the same is hereby adopted.

With reference to clause 2 on George L. Armstrong School, Trustee Mulholland asked if all the alternatives were clearly investigated, in light of the housing development planned for the mountain? Mr. Singer replied this was reviewed once more, and there is another alternative with respect to Onteora.

Trustees Detwiler and Kennedy were both happy with the proposal, but Trustee Bell asked why this was not presented when the meetings on accommodation were held? Trustee Lowe felt the officials gave Onteora a cursory glance. Trustee Cunningham felt the Board should have the full picture before the decisions are made.

Moved by Mr. McMurrich, seconded by Miss Cunningham: That clause 2 of the report of the EMC, be referred back to the officials for further study, and that it be presented at the April 1986 EMC.

Trustee McMurrich believed another month will not hurt in order to review the matter, but Trustee Deans spoke against the motion. Trustee Mulholland understood there will be no disruption, but Trustees Ruddle and Kennedy believed the matter has been discussed thoroughly. Trustee Detwiler questioned what further study will do. Trustees Bell and Vine felt the Board should not act irresponsibly and both supported the motion to refer.

Trustee Lowe supported the motion and she understood there is a large housing development contemplated.

The motion to refer was carried. The report, as amended, was then adopted.

Moved by Mrs. Bell, seconded by Mrs. Deans: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Vine: That the motion regarding the 21 redundant teachers be lifted from the table. Carried.

Moved by Mrs. Vine, seconded by Mrs. Baskin: That the Board meeting now be held in-camera to consider the motion

with respect to the payment of retroactive pay to the 21 teachers. Carried.

After further discussion with respect to procedure, the matter was left unresolved.

Moved by Mr. Mulholland: That the meeting be adjourned. Carried.

The meeting then adjourned.

Adopted as presented.

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Chairman.

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE
FOURTH REPORT**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddle, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations regarding the Correspondence - Ontario Medical Association be approved:

(a) That the continued efforts of principals and teachers to educate students and peers about the hazardous consequences of smoking be encouraged.

(b) That the Students' Council Presidents' Association be requested to consider the setting up of workshops in their schools to assist students and teachers to stop smoking through educational seminars, peer counselling and peer clinics.

(c) That the Hamilton Board of Education form a task force to draw up a smoking policy for the Hamilton Board. This task force would report its findings to the EMC which in turn is authorized to examine all aspects of the task force findings and report to the full Board. The membership would be one representative from each of the following: H.T.F., O.S.S.T.F., C.U.P.E., O.P.E.I.U., A.E.F.O., Clerical Staff; plus two officials, one academic and one business; two students, two trustees, and the Board Doctor.

2. That the following recommendations of the Director of Education be approved:

(a) That an Area Superintendent attend the World Congress on Education and Technology to be held at Vancouver, B.C., from Thursday, 1986 05 22 to Sunday, 1986 05 25, and that expenses be paid according to policy.

(b) That an Area Superintendent attend the International Conference on Magnet Schools to be held at Milwaukee, Wi., from Wednesday, 1986 05 07 to Saturday, 1986 05 10, and that expenses be paid according to policy.

(c) That the Associate Superintendent of Curriculum and Special Services attend the 64th Annual Convention of the Council for Exceptional Children to be held in New Orleans, Louisiana from Monday, 1986 03 31 to Friday, 1986 04 04, and that his expenses be paid according to policy.

(d) That the Hamilton Board of Education co-operate with Sheridan College of Applied Arts and Technology in allowing the field placement of students from their Educational Assistant Program in some of our schools with special education facilities.

(e) That up to eight members of Academic Staff attend the conference "Leading Effective Schools", sponsored by the Ministry of Education and southern area school boards, to be held at St. Catharines, from Monday, 1986 04 07 to Tuesday, 1986 04 08, and that expenses be paid according to policy.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the Co-operative Education Co-ordinator and the Family Studies Supervisor attend the "Niagara Regional Curriculum Group: Serving Your Community in 1990: How Schools Must Change Workshop" to be held at St. Catharines, Wednesday, 1986 03 19 and that \$50 each be paid towards registration.

(b) That one Supervisor and one Consultant of Business Education attend the "Ontario Business Education Association Conference" to be held at Toronto, Thursday, 1986 04 17 to Saturday, 1986 04 19 and that \$190 each be paid towards registration and expenses.

(c) That one Computer Studies Consultant attend the "Introduction to the ICON for Site Administrators" to be held at Toronto, Monday, 1986 03 10 to Wednesday, 1986 03 12 and that \$450 be paid towards registration and expenses.

(d) That two Consultants and one Supervisor of Languages attend the "Ontario Modern Language Teachers' Association Conference" to be held at Toronto, Friday, 1986 04 04 to Saturday, 1986 04 05 and that registration and expenses be paid according to policy.

(e) That two Mathematics Consultants and the Supervisor of Mathematics attend the "Ontario Association for Mathematics Education Conference" to be held at London, Friday, 1986 05 09 to Sunday, 1986 05 11 and that registration and expenses be paid according to policy.

(f) That three Supervisors (Family Studies, Geography, Computer Studies), two Computer Consultants and one Special Education Consultant attend the "Educational Computing Organization of Ontario Conference" to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$200 be paid towards registration and expenses.

(g) That \$300 be paid for additional pre-conference workshops for the participants of the "Educational Computing Organization of Ontario Conference" to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02.

(h) That one Computer Consultant attend the "Educational Computing Organization of Ontario Conference", as a presenter, to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$195 be paid for expenses and membership.

(i) That one Physical and Health Education Consultant attend the "8th Annual Guelph Conference on Sexuality" to be held at Guelph, Sunday, 1986 06 08 and that \$75 be paid towards registration.

(j) That the Superintendent of Curriculum and Special Services and the Values Education Consultant attend the invitational "Conference on Planned Change" to be held at Toronto, Sunday evening 1986 05 04 to Tuesday, 1986 05 06 and that \$85 be paid towards registration and expenses.

(k) That \$750 be allocated in support of our hosting the annual provincial conference of the Ontario Society of Education Through Art to be held at Hamilton, Thursday, 1986 10 23 to Saturday, 1986 10 25.

(l) That one Values Education Consultant attend the "Ninth Annual Ontario Moral Values Education Conference", as a participant, to be held at Toronto, Thursday, 1986 04 17 to Friday, 1986 04 18 and that \$30 be paid towards registration and expenses.

(m) That one Supervisor of Geography and one Physical and Health Education Consultant attend the "O.S.S.T.F. Curriculum Challenge Conference and In-depth Workshop" to be held at Toronto, Wednesday, 1986 04 23 to Saturday, 1986 04 26 and that \$330 be paid towards registration and expenses.

(n) That the Superintendent of Curriculum and Special Services and one Values Education Consultant attend the "Race and Ethnocultural Relations Conference" to be held at Toronto, Wednesday, 1986 03 19, to Friday, 1986 03 21 and that \$30 each be paid towards travel expenses.

(o) That the Family Studies Supervisor attend the "O.S.S.T.F. Curriculum Challenge Conference" to be held at Toronto, Wednesday, 1986 04 23 to Saturday, 1986 04 26 as a participant and that \$180 be paid towards registration.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one Psychological Consultant attend the Annual Convention of the Quebec Association of Children with Learning Disabilities to be held at Montreal from Wednesday, 1986 03 19 to Friday, 1986 03 21, and that expenses be paid according to policy.

(b) That the Supervisor of Special Education (President of the Ontario Federation of Chapters, Council for Exceptional Children) attend the 64th Annual Convention of the Council for Exceptional Children to be held at New Orleans, Louisiana from Monday, 1986 03 31 to Friday, 1986 04 04, his expenses to be paid by the Council for Exceptional Children.

(c) That one Consultant, Junior Education, attend the Film Showcase to be held at Geneva Park from Monday, 1986 04 14 to Wednesday, 1986 04 16 and that \$240 be paid towards the cost of registration and expenses.

(d) That the Administrative Assistant to the Director attend the Curriculum Challenge, sponsored by O.S.S.T.F., to be held at Toronto from Wednesday, 1986 04 23 to Friday, 1986 04 25 at no cost to the Board.

(e) That the Supervisor of Continuing Education and Volunteer and Community Co-ordinator attend the Spring Conference of the Continuing Education School Board Administrators to be held at Toronto from Wednesday, 1986 05 14 to Friday, 1986 05 16 and that each receive \$95 towards the cost of registration and expenses.

(f) That one Special Education Consultant attend the Second Canadian Conference on Deaf-Blind Education and Services, to be held at Brantford on Sunday, 1986 03 16 and Monday, 1986 03 17, and that \$100 be paid towards the cost of registration and expenses.

5. That the following report of the Communications Advisory Committee be adopted:

(a) That the four major objectives of the Communications Program of the Hamilton Board of Education be:

- to improve internal and external communication
- to strengthen partnerships with the Hamilton community
- to encourage schools to develop programs for new and emerging markets
- to encourage active decision-making in the work place within the system.

(b) That the sum of \$32,500 be included in the Systems Public Relations Budget to address new initiatives.

(c) That an evaluation of the Communications Program be added to the agenda for the February, 1987 meeting of the Education Management Committee.

PART I

1. That the following recommendation regarding the Proposed Suicide Prevention Program be approved:

(a) That **"Adolescents at Risk: A Suicide Prevention Module"** be piloted in Secondary Schools in appropriate existing courses by teachers who volunteer to teach it and who are willing to receive in-depth in-service: and that the pilot be evaluated before implementation is approved.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Dean Huyck, 1986 02 03 to further notice

Karen Kott, 1986 02 03 to 1986 05 23

Katharine MacLean, 1986 02 03 to 1986 05 30

Myrna Putns, 1986 02 03 to further notice

(b) That Carol Ramberan be confirmed in her appointment to Head of Department (English), effective 1985 09 01.

(c) That the resignations of the following teachers, who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

W. Ross Mallory

Leo Tyson

(d) That the resignation of Jayne Elgie, effective 1986 08 31, be accepted with regret.

(e) That the following trips be approved:

(i) Barton, Grades 9-13, Outdoor Education, Algonquin Park, 1986 05 28-31 (Wednesday to Saturday)

(ii) Glendale, Grades 9-13, Washington, D.C., 1986 05 07-12 (Wednesday to Monday)

(iii) Delta and Hill Park, Grade 13 Geography, Jamaica, 1986 05 10-18 (Saturday to Sunday)

(f) That the request of Monique Corbeil for a Personal Leave of Absence, effective 1986 09 01 to 1987 08 31, be granted.

(g) That the resignation of Wallace Metcalf, approved at the February Meeting, be changed to become effective 1986 06 30.

(h) That approval be given to the loan of Patricia Carruth to the Department of National Defence, to teach in Europe, under the usual contract arrangement, for the period 1986 09 01 to 1988 08 31.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That 6 secondary (4 composite and 2 vocational) teachers attend the "8th Annual Guelph Conference on Sexuality" to be held at Guelph, Monday, 1986 06 09 to Wednesday, 1986 06 11 and that \$180.00 each be paid towards registration and expenses.

(b) That one secondary physical and health education teacher attend the "8th Annual Guelph Pre-Conference on Sexuality" to be held at Guelph, Sunday, 1986 06 08 and that \$75.00 be paid towards registration.

(c) That five secondary (composite) teachers and one secondary (vocational) teacher attend the "Educational Computing Organization of Ontario Conference" to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$200.00 each be paid towards registration and expenses.

(d) That one secondary (composite) teacher attend the "Educational Computing Organization of Ontario Conference", as a presenter, to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$65.00 be paid towards expenses.

(e) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher attend the "OCLEA: The Senior Citizen" held in Toronto, Thursday,

1986 02 27 and that \$135.00 towards registration and expenses be paid, be approved.

(f) That one Co-operative Education Teacher-Monitor attend the "Co-operative Education National Conference" to be held at Vancouver, British Columbia, Tuesday, 1986 06 24 to Friday, 1986 06 27 and that expenses be paid according to policy.

(g) That eight secondary (composite and vocational) teachers attend the "Ontario Modern Language Teachers' Association Conference" to be held at Toronto, Friday, 1986 04 04 to Saturday, 1986 04 05 and that registration and expenses be paid.

(h) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend "Teaching Forestry in Ontario Schools Conference" held in Toronto, Thursday, 1986 02 27 and that \$80.00 towards registration and expenses be paid, be approved.

(i) That six secondary (composite) and two secondary (vocational) teachers attend the "Ontario Business Education Association Annual Conference" to be held at Toronto, Thursday, 1986 04 17 to Saturday, 1986 04 19 and that \$190.00 each be paid towards registration and expenses.

(j) That two secondary (vocational) teachers attend the "Ontario Cosmetology Teachers Association Conference" to be held at Toronto, Thursday, 1986 05 08 to Friday, 1986 05 09 and that \$70.00 each be paid towards registration and expenses.

(k) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (vocational) teacher to attend the "Media Awareness '86 Conference" held at Toronto, Wednesday, 1986 02 28 to Thursday, 1986 03 01 and that \$52.00 towards registration and expenses be paid, be approved.

(l) That 6 secondary (composite and vocational) teachers attend the "Ontario Association for Mathematics Education Conference" to be held at London, Ontario, Friday, 1986 05 09 to Sunday, 1986 05 11 and that registration and expenses be paid according to policy.

(m) That two secondary (composite) teachers attend the "O.S.S.T.F. Curriculum Challenge Conference" to be held at Toronto, Wednesday, 1986 04 23 to Saturday, 1986 04 26 and that \$225.00 each be paid towards registration. (Staff Development)

(n) That 3 secondary (composite) teachers attend the "O.S.S.T.F. Curriculum Challenge Conference and In-depth Workshop" to be held in Toronto, Wednesday, 1986 04 23 to

Saturday, 1986 04 26 and that \$330.00 be paid towards registration and expenses.

(o) That two secondary (vocational & composite) teachers attend the "O.S.S.T.F. Curriculum Challenge Conference", to be held at Toronto, Wednesday, 1986 04 23 to Saturday, 1986 04 26, as participants, and that \$180.00 each be paid towards registration.

(p) That one composite secondary teacher attend the "Contact Ontario — 1986 Conference" to be held in Ottawa, Thursday, 1986 04 24 to Saturday, 1986 04 26, and that registration and expenses be paid according to board policy.

(q) That 4 secondary (composite) teachers attend the "Race and Ethnocultural Relations Conference" to be held at Toronto, Wednesday, 1986 03 19 to Friday, 1986 03 21 and that \$30.00 each be paid towards registration and expenses.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one secondary school teacher attend the Curriculum Challenge, sponsored by O.S.S.T.F., to be held in Toronto from Thursday, 1986 04 24 to Saturday, 1986 04 26, and that \$330 be paid towards registration and expenses.

(b) That two secondary school teacher-librarians attend the Time Management for Teacher-Librarians to be held in Toronto on Wednesday, 1986 04 02 and that \$110 each be paid towards the cost of registration and expenses.

(c) That one secondary vocational school teacher and four students attend the Ontario Peer Counsellors' Association Fourth Annual Conference to be held at Lake Couchiching, Ontario, from Sunday, 1986 05 04 to Wednesday, 1986 05 07 and that \$400 be paid towards their registration and expenses.

5. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of John Paul Morrison for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the second semester of the 1987-1988 school year, effective 1988 02 01 to 1988 06 30.

6. That the following Grant Requests be approved:

(a) That a grant application in the amount of \$1,400 to Employment and Immigration Canada (SEED) for the Co-operative

Education Work Station Development at a cost of \$132 to the Board be approved.

(b) That a grant application in the amount of \$3,300 to Employment and Immigration Canada (Challenge 86) for the Summer School Monitor Program at Sir John A. Macdonald, Sherwood and Scott Park Secondary Schools at a cost of \$289 to this Board be approved.

(c) That a grant application in the amount of \$5,120 to Employment and Immigration Canada (SEED) for the Library Inventory and Update Programme at Hill Park Secondary School at an approximate cost of \$465 to this Board be approved.

7. That the following recommendations regarding the Summer School Program be approved:

(a) That the 1986 upgrading and credit Summer School be held at Sir John A. Macdonald, Scott Park and Sherwood Secondary Schools from Thursday, July 3, 1986 to Friday, August 8, 1986 inclusive.

(b) That, subject to need and sufficient enrolment, classes in English as a Second Language for new Canadians at the secondary school level be offered, without fee, in the regular Summer School program.

8. That the following recommendation regarding the Pre-Employment Proposal be approved:

(a) That approval be given for a pilot Pre-Employment Program to be offered by the staff of Sir John A. Macdonald Secondary School for two, two-week blocks of time commencing Monday, April 7 and Monday, April 28 respectively after which the program would be evaluated before any future action is considered.

PART II

1. That the following recommendation regarding the Proposed Suicide Prevention Program be approved:

(a) That staff teams who volunteer from middle schools take the in-depth in-service in suicide prevention for secondary pilot teachers in order to prepare themselves to become resource staff in their schools.

Clause 2 referred back to April E.M.C. by Board.

2. That an addition be built to George L. Armstrong to accommodate the Inverness students and that this addition include the larger play assembly area.

3. That the following recommendations regarding the Junior Trainable Retarded School Closure be approved:

(a) That Southview School for the trainable retarded be studied for closure.

(b) That the following Closure Policy Schedule be implemented:

—School Identification for Closure and Formation of the Review and Analysis Committee — March, 1986.

—Review & Analysis Committee Study — April, 1986.

—Study of Recommendation(s) — May, 1986.

—Presentation to the Education Management Committee — June, 1986.

—School Closure — June 30, 1986.

4. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Darlene Boychuk, 1986 05 05 to 1986 06 27

Kathy Brown, 1986 05 05 to 1986 06 27

Alana Burdett-Moore, 1986 02 17 to 1986 06 27

Lynda Chittley, 1986 03 17 to 1986 06 27

Dawn Crocker, 1986 04 01 to 1986 06 27

Arlene Grant, 1986 04 01 to 1986 06 27 (.5)

Lillian Jovic, 1986 03 03 to 1986 05 30

Dale Judd, 1986 01 27 to 1986 03 07

Carol Kippers, 1986 01 06 to 1986 02 04 (full time)

1986 02 05 to 1986 02 18 (.5)

Carol Kippers, 1986 03 24 to 1986 06 27

Jody McGuffin, 1986 03 19 to 1986 04 30

Sheila Mowbray, 1986 02 24 to 1986 03 31

Cindy Robinson, 1986 03 17 to 1986 06 27 (.5)

Linda Temple, 1986 02 04 to 1986 03 19

(b) That the appointments of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Christine Beckett, 1986 01 01 to 1986 02 21 (.5)

Lenore Besman, 1985 12 01 to 1986 03 31

Kathryn Evans 1986 01 09 to 1986 03 07 (.5)

Michael Helt, 1985 09 03 to 1986 03 14

Sheila Mowbray, 1985 12 10 to 1986 02 07

Diane Parente, 1985 09 03 to 1986 03 31 (full time)
1986 04 01 to 1986 06 26 (.5)

Pamela Swietek, 1985 10 09 to 1986 03 27

Lynda Zonneveld, 1986 01 13 to 1986 02 21

(c) That Denise Kneppert be returned from the Secondary School Staff to the Elementary School Staff, effective 1986 01 01.

(d) That Tracey Mollon be returned from Leave of Absence and assigned teaching duties effective 1986 04 01.

(e) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Irene Eves, 1986 05 05 to 1986 08 29

Beverly Kurey, 1986 04 01 to 1986 06 13

Catherine Reid, 1986 03 10 to 1986 07 04

Sheri Selway, 1986 03 03 to 1986 05 30

Jane Snider, 1986 05 05 to 1986 08 29

Christine Tartaglia, 1986 03 24 to 1986 07 18

(f) That the requests of the following teachers for Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leave, and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Sharon Beesley, 1986 05 05 to 1987 08 31

Barbara Bentham, 1986 04 01 to 1988 08 31

(g) That the request of Denise Kneppert for a Personal Leave of Absence, effective 1986 04 07 to 1986 08 31, be granted.

(h) That the request of Mearl Thomson for a Personal Leave of Absence, effective 1986 03 04 to 1986 03 07, without pay, be granted.

(i) That the request of the following teachers for extension of their Leaves of Absence, effective as shown, be granted:

Sondra Archibald, 1986 09 01 to 1987 08 31

Patricia Watson, 1986 09 01 to 1987 08 31

(j) That the resignations of the following principals who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

J. Charles Forbeck

Kathleen M. Rebalski

Donald W. Ward

Alfred E. Windsor

(k) That the resignations of the following teachers who are retiring on superannuation effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Helen Kitchen
Ian King

(l) That the timetable of Audrey Knox be increased from .5 to 1.0, effective 1986 02 14.

(m) That the following trips be approved:

(i) Chedoke, Grade 8, Ottawa, 1986 05 21-23 (Wednesday to Friday)

(ii) Dalewood, Grade 8, Ottawa, 1986 05 28-31 (Wednesday to Saturday)

(iii) G. L. Armstrong, Grade 7 — History, Midland, 1986 05 29-30 (Thursday to Friday)

(iv) G. L. Armstrong, Grades 7-8, Ottawa, 1986 06 09-11 (Monday to Wednesday)

(v) Hampton Heights, Grade 8, Ottawa, 1986 05 28-30 (Wednesday to Friday)

(vi) Hampton Heights, Grade 7, Outdoor Education, Camp Wanakita, 1986 06 08-11 (Sunday to Wednesday)

(vii) R. A. Riddell, Grade 8, Quebec City, Quebec, 1986 05 20-23 (Tuesday to Friday)

(viii) R. A. Riddell, Grade 8, Ottawa, 1986 05 21-23 (Wednesday to Friday)

(n) That Michael Helt be appointed to the Probationary Staff, effective 1986 03 17, with salary according to schedule.

(o) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Lynda Pereira, 1986 03 24
Marsha Randall, 1986 04 01

(p) That the request of Blake Galloway for a Long Term Disability Leave of Absence, effective 1986 01 23 be granted.

5. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the "Canadian Intramural and Recreation Association Conference", as a presenter, to be held at

Calgary, Alberta, Friday, 1986 05 09 to Sunday, 1986 05 11 and that \$75.00 be paid towards registration.

(b) That two principals attend the "Canadian Association of Principals Annual Conference" to be held at Winnipeg, Manitoba, Wednesday, 1986 04 09 to Friday, 1986 04 11 and that registration and expenses be paid according to policy (Staff Development).

(c) That eight teachers attend the "Ontario Modern Language Teachers' Association Conference" to be held at Toronto, Friday, 1986 04 04 to Saturday, 1986 04 05 and that \$115.00 each be paid towards registration and expenses.

(d) That one Primary consultant, one Junior consultant and seven teachers attend the "Ontario Association for Mathematics Education Conference" to be held at London, Ontario, Friday, 1986 05 09 to Sunday, 1986 05 11 and that registration and expenses be paid according to policy.

(e) That two teachers attend the "O.P.S.T.F in The Vice-Principals' Chair" to be held at Hamilton, Sunday, 1986 05 11 to Tuesday, 1986 05 13 and that \$125.00 each be paid towards registration. (Staff Development)

(f) That three teachers attend the "8th Annual Guelph Conference on Sexuality" to be held at Guelph, Monday, 1986 06 09 to Wednesday, 1986 06 11 and that \$180.00 each be paid towards registration and expenses.

(g) That six teachers attend the "Educational Computing Organization of Ontario Conference" to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$200.00 each be paid towards registration and expenses.

(h) That one teacher attend the "Educational Computing Organization of Ontario Conference", as a presenter, to be held at Toronto, Thursday, 1986 05 01 to Friday, 1986 05 02 and that \$65.00 be paid towards expenses.

(i) That two principals and four teachers attend the "Ninth Annual Ontario Moral Values Education Conference, as participants, to be held at Toronto, Thursday, 1986 04 17 to Friday, 1986 04 18 and that \$30.00 each be paid towards registration and expenses.

(j) That one Junior Consultant and one teacher attend the "Ninth Annual Ontario Moral Values Education Conference" to be held at Toronto, Thursday, 1986 04 17 to Friday, 1986 04 18 and that \$145.00 each be paid towards registration and expenses.

(k) That one principal attend the "Effective School and Classroom Discipline Conference to be held at Toronto, Friday, 1986 04 04 to Saturday, 1986 04 05 and that \$85.00 be paid towards registration and expenses (Staff Development).

(l) That up to five principals and that up to three teachers attend the "O.P.S.T.F. Par 9 Conference" to be held at Toronto, Thursday, 1986 04 17 to Saturday, 1986 04 19 and that \$200.00 each be paid towards registration and expenses (Staff Development)

(m) That 3 teachers attend the "Predicting and Preventing Early School Failure Conference" to be held at Hamilton, Thursday, 1986 05 01 and that \$50.00 each be paid towards registration.

(n) That 3 teachers attend the "Race and Ethnocultural Relations Conference" to be held at Toronto, Wednesday, 1986 03 19 to Friday, 1986 03 21 and that \$30.00 each be paid towards travel expenses.

(o) That one teacher attend the OCLEA: Day Care/Child Care in the Schools Conference" to be held at Toronto, Thursday, 1986 03 06 and that \$135.00 be paid towards registration and expenses.

(p) That the Supervisor of Primary/Junior Education attend a "Team Building Seminar, sponsored by Humber College" to be held at Toronto, Monday, 1986 06 16 to Tuesday, 1986 06 17 and that the registration fee of \$495.00 be paid.

6. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the Educational Computing Organization of Ontario Seventh Annual Conference to be held in Toronto from Wednesday, 1986 04 30 to Friday, 1986 05 02 and that \$180 be paid towards the cost of registration and expenses.

(b) That one elementary school teacher attend the Film Showcase to be held at Geneva Park from Wednesday, 1986 04 16 to Friday, 1986 04 18 and that \$240 be paid towards the cost of registration and expenses.

(c) That three elementary school teacher-librarians attend the Educational Computing Organization of Ontario Seventh Annual Conference to be held in Toronto on Wednesday, 1986 04 30 and that their total costs of registration and expenses not exceed \$240.

7. That the following Grant Requests be approved:

(a) That a grant application in the amount of \$5,148 to Employment and Immigration Canada for the See and Be Reading

Programme at Robert Land and Parkdale Schools at a cost of \$460 to this Board be approved.

(b) That a grant application in the amount of \$30,953 to Employment and Immigration Canada for the Community Schools Computer Programs at Robert Land and Parkdale Schools at no cost to this Board be approved.

(c) That a grant application in the amount of \$4,800 to Employment and Immigration Canada (SEED) for the Review of Science Kits at Science Tech. Services at a cost of \$428 to this Board be approved.

8. That the following recommendations regarding the Summer Skill Program be approved:

That, subject to sufficient enrolment:

(a) the 1986 Summer Skill Program operate at Barton, Delta, Hill Park and Sir John A. Macdonald Secondary Schools from July 21 to August 15, 1986, inclusive.

(b) Linden Park, A. M. Cunningham and Richard Beasley gymnasias be used for some of the physical activities.

(c) as in past years, a teacher co-ordinator be appointed to each of the four skill program locations.

(d) Classes in English as a Second Language for New Canadians at the elementary school level be offered, without fee, in the Summer Skill Program.

9. That the following recommendation regarding the Royal Botanical Gardens be approved:

(a) That subject to support from other neighbouring School Boards, the Hamilton Board of Education assume its share, based on usage, of the cost of staffing the student visitation program of the Nature Interpretive Centre, Royal Botanical Gardens for the 1986-1987 academic year.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 03 04.

ADDENDA

The following motions were considered at the March meeting of the Education Management Committee held on 1986 03 04 and were LOST:

GENERAL

Clause 1 raised to report by the Board, 1986 03 13.

2. That the report of the Communications Advisory Committee be tabled until after Budget Review.

PART I

1. That the recommendation regarding the Proposed Pre-Employment Program be referred for one month in order to allow reaction from such groups as Canada Manpower, the Citizen's Action Group, the Co-operative Education Department and the Futures Program at Mohawk College.

PART II

1. That all the dates that appear in the Closure Policy Schedule for Southview School for the Trainable Retarded be changed to read 1987.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
FOURTH REPORT**

Present: Mrs. S. Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddell, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Nancy Patterson be appointed to the classification level of Assistant Caretaker, effective 1986 03 10, with wage rate according to the Collective Agreement.

(b) That the following be appointed to the Caretaking and Maintenance Staff on three months' probation, as Assistant Caretakers, effective as shown, with wage rate according to the Collective Agreement:

Louis Behrue 1986 03 10
Jack Dell 1986 03 10
Larry Hardman 1986 03 11
Robert Brownridge 1986 03 11
Mark Lyell 1986 03 11
Barry Campbell 1986 03 17
Kenneth Schaap 1986 03 17
Jim Hierlihy 1986 03 24

(c) That the appointment of Diane Sayers to the position of Special Needs Counsellor, Adjustment Services, approved at the 1985 10 03 meeting, be amended to read 1985 10 14 to 1986 03 07.

(d) That Jennifer Long, Administrative Staff, be granted a Maternal Leave of Absence, effective 1986 06 02 until 1986 09 26, in accordance with the Employment Standards Act.

(e) That Lesley Cunningham, Administrative Staff, be returned from a Maternal Leave of Absence, effective 1986 03 03.

(f) That the Manager, Personnel and Employee Relations, be permitted to attend, as a participant, the O.S.T.C. Salary Conference on Retirement Gratuities, to be held at Toronto, 1986 03 06-07, and the expenses be paid according to policy.

(g) That up to two members of the Personnel Department be requested to attend the O.A.S.B.O. (Ontario Association of School Business Officials) workshop on Equal Pay for Work of Equal Value, to be held at Toronto, 1986 04 11, and that registration and expenses be paid according to policy.

(h) That three Social Workers be requested to attend the Educational Resource Centre workshop "Attention Deficit Disorders and Hyper-activity" to be held at Downsview, 1986 04 05, and that \$55.00 each be paid towards registration and expenses.

2. That the O.M.E.R.S. Type I Supplementary Pension Benefit, as agreed between the Board of Education for the City of Hamilton and C.U.P.E. Local 1344, be approved.

Pursuant to the 1985-87 Collective Agreement between the Board and C.U.P.E. Local 1344, effective 1986 01 01, this Board provide an O.M.E.R.S. Type I Supplementary Pension Benefit (50% Benefit Level) for cleaning and cooking employees regularly employed for more than 24 hours per week with respect to all years of pensionable service with the Board prior to September 1, 1982.

WHEREAS pursuant to Section 23 of the Regulation made under the Ontario Municipal Employees Retirement System Act, R.S.O. 1980 as amended, an employer who has elected to participate in the System may enter into an agreement with the Ontario Municipal Employees Retirement Board for the payment of supplementary benefits in respect to all or any class of the employees or councillors who are or become members of the System;

NOW THEREFORE be and it is hereby enacted that:

1. The Chairman of the Board and the Secretary-Treasurer are hereby authorized on behalf of The Board of Education for the City of Hamilton to enter into a Supplementary Benefit Agreement in the form attached hereto with the Ontario Municipal Employees Retirement Board for the payment of the supplementary benefits

provided in the Supplementary Pension Plan set forth in Schedule I to the Supplementary Benefit Agreement.

2. The Secretary-Treasurer is hereby authorized to do such things as are necessary under the Supplementary Benefit Agreement and to carry out the intent of the Resolution.

3. Two certified copies of this Resolution shall be filed with the Executive Director of the Ontario Municipal Employees Retirement Board.

4. This Resolution shall come into force on the day of its passing.

3. That Blue Cross be the new carrier for the non-teaching extended health plan, effective 1986 05 01.

4. That Trustee Bell be requested to attend The Society for the Promotion and Advancement of Career Education Conference, to be held in British Columbia, 1986 06 25-27, and that registration and expenses be paid according to policy.

5. That clauses 2(a), (b), (c), (d), (e), 3(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), 4(a), (c), (e), (f) and 5(b) of the report of the Education Management Committee be approved.

PART I

1(a) That the request of Glendale Secondary School 25th Anniversary Planning Committee to obtain a special occasion permit to serve alcoholic beverages at its dinner / dance on 1986 05 31 be approved.

(b) That the request of Scott Park Secondary School 20th Anniversary Planning Committee to obtain a special occasion permit to serve alcoholic beverages at its reception on 1986 05 09 and dinner / dance on 1986 05 10 be approved.

(c) That the Board prepare a policy to govern the future use of alcohol for adult events in the secondary schools.

2. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Keith Pollard, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 05 30, and that the Board's gratuity be paid.

(b) That the resignation of Berton R. Gaylord, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's gratuity be paid.

3. That clauses 2(c), 3(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), 4(a), (b), (c), 6(a), (b), (c) and 8(a) of the report of the Education Management Committee be approved, and in connection with clause 2(c), that the Board's retirement gratuity be paid to W. Ross Mallory and Leo Tyson.

4. That the request of Thomas Simpson to draw upon 34½ accumulative sick leave days (in excess of the 200 day maximum) to cover the period May 9th p.m. to June 30, 1986 be granted. Approval shall be conditional upon the employee submitting a letter of resignation for purposes of retirement, effective 1986 06 30.

PART II

1. That McIlwraith School and Site be declared surplus to the Board's needs, and be sold with the understanding that the Board will not require additional accommodation to replace McIlwraith School in this attendance area within ten years of the date of disposal.

2. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Michael Lupal, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's gratuity be paid.

(b) That the resignation of Gloria A. Zaharia, Teacher Aide, be accepted, effective 1986 02 28.

(c) That Marilyn Johnstone, Clerical Staff, be promoted to the position of Elementary School Secretary, (Category C, maximum \$363.60 per week), effective 1986 02 26, with salary according to the salary schedule.

(d) That Ruth Hall, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 03 17.

(e) That one Teacher Aide (Special Education) be requested to attend the 2nd Canadian Conference on Deaf-Blind Education and Services, to be held at Brantford, 1986 03 16-18, and that registration and expenses be paid according to policy.

3. That the Board sell to the City a strip of land approximately 26,480 square feet for roadway purposes from the Board site in Lot 28, Concession 4, Saltfleet at a price of \$19,860.00.

4. That clauses 2, 3(a), (b), 4(j), (k), 5(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), 6(a), (b), (c), 7(a), (b), (c) and 9(a) of the report of the Education Management Committee be

approved, and in connection to clauses 4(j) and (k) that the Board's retirement gratuity be paid to J. Charles Forbeck, Kathleen M. Rebalski, Donald W. Ward, Alfred E. Windsor, Helen Kitchen and Ian King.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 03 06.

ADDENDUM

The following motion was considered at the 1986 03 06 meeting of the Business Management Committee, and was LOST:

PART I

1. That the people who are applying for the (liquor) licenses provide insurance coverage for that event.

**REPORT OF THE SPECIAL MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Ruth Van Horne (Acting Chairman), Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddell, Vine, Webb and Bell.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), McKague (Superintendent of Curriculum and Special Services), and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Sarah Schwenger be appointed to the Probationary Staff, effective 1986 03 17 (.5), with salary according to schedule.

(b) That the timetable of Barbara Davidson be decreased from 1.0 to .5, effective 1986 03 18.

Respectfully submitted,

RUTH VAN HORNE,
Acting Chairman.

Board Room,
1986 03 13.

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 03 17.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Bell, Clarke, Cunningham, Deans, Detwiler, Flaherty, Gallagher, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Sinclair (Manager, Personnel and Employee Relations), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The special "in-camera" meeting was called to consider the report from the officials with respect to a recent meeting held between the Board officials and Ministry officials on the payment of retroactive pay to the redundant teachers.

Moved by Mr. Mulholland, seconded by Mr. Kennedy: That the Hamilton Board of Education pay on behalf of the Ministry of Education, to the teachers deemed redundant, the amount of \$46,684, and that Mr. David Kennedy, Director of School Business and Finance Branch be informed that this action is being taken based on the commitment by Mr. Kennedy that the Ministry of Education will reimburse this payment of \$46,684 to the Hamilton Board of Education on the earliest appropriate date. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 03 25

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Penner (Deputy Business Administrator), McKague (Superintendent of Curriculum and Special Services), Rielly (Superintendent of Operations), Beveridge (Associate Superintendent of Curriculum and Special Services) and Shewfelt (Manager, Accounting and Budget).

The special session was called to consider the 1986 budget.

Trustee Bell thanked the many people involved in the "behind the scenes" preparation of the Budget — Mr. Cartmell, Mr. Shewfelt, Mr. Rutledge, Mr. MacDonald, Mr. King, Mrs. Kaye, Mrs. Friesen and Mrs. Arthur. Trustee Bell remarked the tax increase to the average homeowner is just over 1% or \$5.30 based on the average assessment of \$5,000. This was due to the unfortunate strike in 1985 where there was a tax saving in excess of five million dollars. The Board would have to go to the City for a greater amount if the strike had not taken place. Trustee Bell did not see herself as a "penny pincher" but it is important to realize that next year's budget will be difficult. Trustee Bell referred to the fact that grants have decreased substantially over the last ten years, and she did not think it will get any better. Trustee Bell urged her fellow trustees to look at the budget and the budget process throughout the year.

Moved by Mrs. Bell, seconded by Mr. Flaherty: That lines one and two of Part One business in the amount of \$59,378,128 be approved and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Trustees Clarke, Frosina, Rogers, Mulholland, Ruddie and Di Ianni advised the Chair they would not debate or vote on the matter due to possible conflict of interest.

Trustee Baskin inquired how much of line one will be expended by the first of September, i.e., Salary settlements made last year, and Mr. Cartmell replied the total budget was \$128 million, and by the end of August \$95,240,000 will be spent because of contract obligations.

Trustee Baskin expressed concern that there will not be enough money because of the cuts made at committee level.

Moved in amendment by Mrs. Baskin, seconded by Miss Detwiler: That \$750,000 be put back into line one of the secondary school panel.

Trustee Detwiler felt it is unwise to remove these monies, and it is less than a mill. The amendment was put to a vote and was defeated. The original report was then adopted.

Moved by Mrs. Bell, seconded by Mr. Gallagher: That lines three to twenty inclusive of Part One business in the amount of \$14,943,384 be approved and that the Buuiness Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Moved in amendment by Mrs. Vine, seconded by Mr. Webb: That up to \$300,000 be put in the budget for upgrading of equipment in technical education in the secondary panel, to be allocated after the administrative report on Technical Education.

Trustee Vine felt there are concerns on the training of students for jobs, and she believed this is a good year to move on it, but Trustees Detwiler and Mulholland preferred to wait until the plan has been presented. Trustees Deans and Webb supported the amendment reiterating Mrs. Vine's remark that this may be the year to do this.

The amendment was put to a vote and was defeated. The original report was then adopted.

PART II

Moved by Mrs. Bell, seconded by Mr. Hicks: That lines one and two of Part Two business in the amount of \$78,202,070 be approved and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein.

Trustee Detwiler resented the deletion of monies, as was done at the committee level, from Line One. It will be an extremely difficult set of negotiations.

Trustees Clarke, Ruddle and Rogers refrained from debate and voting due to possible conflict of interest.

Moved by Mrs. Baskin, seconded by Miss Detwiler: That \$500,000 be put back into line one of the elementary school panel.

Trustee Baskin believed the move to delete these monies was unrealistic and there may not be enough for salary commitments.

The amendment was put to a vote and was defeated. The original report was adopted.

Moved by Mrs. Bell, seconded by Mr. Kennedy: That lines three to Twenty inclusive of Part Two business in the amount of \$17,473, 041 be approved and that the Business Administrator be authorized to proceed with the expenditure of funds as detailed therein. Carried.

The Chairman of the Budget Review Committee and Business Management Committee, Sandi Bell, was thanked for a job well done.

The meeting then adjourned,

Adopted as presented.

.....
Chairman

**REPORT OF THE SPECIAL MEETING
OF THE BUSINESS MANAGEMENT COMMITTEE**

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Penner (Deputy Business Administrator), Singer (Deputy Administrator - Buildings), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge, (Associate Superintendent of Curriculum and Special Services) and Shewfelt (Manager, Accounting and Budget).

The Committee recommends:

PART I

1. That Lines One and Two with respect to Part I business of the 1986 Budget in the amount of \$59,378,128 be approved and that the Business Administrator be authorized to proceed with the purchase of items as detailed therein and within the limits of expenditures shown.

2. That Lines Three to Twenty inclusive with respect to Part I business of the 1986 Budget in the amount of \$14,943,384 be approved and that the Business Administrator be authorized to proceed with the purchase of items as detailed therein and within the limits of expenditures shown.

PART II

1. That Lines One and Two with respect to Part II business of the 1986 Budget in the amount of \$78,202,070 be approved and that the Business Administrator be authorized to proceed with the purchase of items as detailed therein and within the limits of expenditures shown.

2. That Lines Three to Twenty inclusive with respect to Part II business of the 1986 Budget in the amount of \$17,473,041 be approved and that the Business Administrator be authorized to proceed with the purchase of items as detailed therein and within the limits of expenditures shown.

Respectfully submitted,

Board Room,
1986 03 25.

SANDI BELL,
Chairman.

**1986 BUDGET
FOR THE HAMILTON BOARD OF EDUCATION
SUMMARY OF EXPENDITURES**

	Elementary	Secondary	Total
Salaries & Wages, Employee Benefits	\$78,202,070	\$59,378,128	\$137,580,198
Travel, Personnel Training and Bursaries	342,798	330,029	672,827
Books, Energy, Repairs and Supplies	9,433,010	9,305,666	18,738,676
Replacement and New Equipment	946,182	1,435,574	2,381,756
Debt Charges	1,055,837	1,472,905	2,528,742
Capital from Current and Permanent Improvements	972,845	486,034	1,458,879
Rentals, Fees and Contractural Services	3,617,744	980,918	4,598,662
Transfers to Other Boards and Other	1,104,625	932,258	2,036,883
Total	<u>\$95,675,111</u>	<u>\$74,321,512</u>	<u>\$169,996,623</u>

SUMMARY OF REVENUES

	Elementary	Secondary	Total
Levy for Mill Rate	\$55,772,112	\$42,205,063	\$97,977,175
Supplementary Taxes, Telephone and Telegraph, and P.I.L.	3,321,871	2,602,046	5,923,917
Provincial Grants	32,297,934	19,429,068	51,727,002
Other Revenue and Surplus	4,144,358	4,780,918	8,925,276
Refund of Taxes	138,836	5,304,417	5,443,253
Total	<u>\$95,675,111</u>	<u>\$74,321,512</u>	<u>\$169,996,623</u>

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 04 10

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Sinclair (Manager, Personnel and Employee Relations), Stockwell (Area Superintendent).

The special "in-camera" session was called to order to consider the report of the Salary Committee, and to consider the recommendation of the officials with respect to disciplinary action of a caretaker.

Moved by Miss Detwiler, seconded by Mrs. Deans: That Part One of the report of the Salary Committee be and the same is hereby adopted. Carried.

Moved by Miss Cunningham, seconded by Miss Detwiler: That the employment services of a Secondary School Fireman, Building Department be terminated effective 1986 04 11.

The motion was defeated with a recorded vote as follows:

In favour: Trustees Baskin, McMurrich, Cunningham, Lowe, Detwiler, Maguire, Clarke and Van Horne.

Those opposed: Trustees Di Ianni, Vine, Webb, Ruddle, Mulholland, Rogers, Deans, Kennedy, Hicks, Frosina, Macaluso and Bell.

The officials will report back to the Board on the disciplinary action and placement of the employee.

Trustee Baskin requested an amendment be made to the minutes of the special meeting of the Board of 1986 03 25.

Moved by Mrs. Bell: That the minutes of the special meeting of the Board dated 1986 03 25 be adopted.

Moved by Mrs. Baskin: That the phrase "but Mr. Cartmell believed there will be enough" be deleted. Carried.

The minutes, as amended, were then approved.

The meeting then adjourned,

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Mulholland and Van Horne.

Officials Present: Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

PART I

1. That the Board approve the Memorandum of Settlement between The Board of Education for the City of Hamilton and the O.S.S.T.F., District 8, in the matter of the grievance of Mr. Robert Kelley.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1986 04 03

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 04 10.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Penner, (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

A moment of silence was observed for Mr. Mearl Thomson, principal of Prince Philip Elementary School, who passed away last week.

The minutes of the last regular meeting and special meetings were adopted as presented to the members.

Communications from the City of Hamilton regarding the deletion of the Gateway Treatment, the Hamilton Philharmonic Orchestra advising the Board it is unable to fit in the terms of the proposed contract re the use of Westdale Secondary School and the Regional Municipality of Hamilton-Wentworth regarding an appointee to the Central Area Plan Implementation Committee in place of Trustee Bell were read to the members.

Moved by Miss Cunningham, seconded by Mrs. Lowe: That the motion approved by the Board regarding the gateway on 1985 11 14 be rescinded.

Trustee Macaluso did not debate or vote on the matter due to possible conflict of interest.

The motion was adopted.

The communication from the Hamilton Philharmonic Orchestra was received and ordered filed, with regret.

Moved by Mrs. Vine, seconded by Mrs. Bell: That Trustee Robert Webb represent the Hamilton Board of Education on the Central Area Plan Implementation Committee. Carried.

Committee reports were presented as follows:

Education Management Committee—Mrs. Clarke

Business Management Committee—Mrs. Bell

Moved by Mrs. Clarke, seconded by Mr. Frosina: That the General Part of the report of the Education Management Committee be and the same is hereby adopted.

Trustee Detwiler referred to the retirement of Mr. Bill Millar. She commended his work with the Board and wished him a long and happy retirement.

The report was adopted.

Moved by Mrs. Bell, seconded by Mr. Macaluso: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

In pursuance of the notice he gave at the last regular meeting, it was moved by Mr. Ruddie and seconded by Mr. Kennedy: That the Report of the Rules and Regulations Committee regarding the amendments to the Board's Rules and Regulations be adopted as presented to the members.

Trustee Baskin suggested reference be made at the conclusion of the section on the Special Education Advisory Committee with respect to the Identification, Placement and Review Committee, but Trustee Ruddie explained an amendment to this effect is not required as this is covered in Regulation 554 / 81.

The motion was adopted.

The Director's Annual Report was presented to the members.

Moved by Miss Detwiler, seconded by Mrs. Deans: That the Director's Annual Report be received.

Trustee Macaluso asked why the report was presented to the Board when it has already been distributed in The Hamilton Spectator, and Mr. Krever replied the Education Act stipulates the report must be submitted to the Board for information.

The motion was adopted.

PART I

A communication from Stephen Anthony thanking the Board for the retiring gratuity was read to the members. It was received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Macaluso: That Part One of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Hicks: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under New Business, Trustee Baskin announced that Mr. Bruce Hall is the winner of the Walter Clarke Outstanding Teacher award. It was agreed a letter of congratulations would be sent to Mr. Hall.

Trustee Deans announced to the members of a tribute for Trustee Tom Gallagher in May to mark his 25th anniversary as coach. A letter of congratulations from the Board will also be sent.

Trustee Vine commended the two students who did very well at the Science Fair — Carmela DeLuca and Gillian Webster from Sir Allan MacNab Secondary School. Congratulatory notes will also be sent to these students.

PART II

A communication from the Found Family thanking the Board for its expression of sympathy was read to the members. It was received and ordered filed.

Moved by Mrs. Clarke, seconded by Canon Rogers: That Part Two of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Miss Detwiler: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Trustee Deans alerted her fellow trustees of the fact that she may be approaching the Board in the near future regarding an extension to the proposed Southview School closure deadline of June 1986.

Trustee McMurrich remarked on the opening of Strathcona School he attended along with Trustees Baskin and

Van Horne. The school is a beautiful school and it has retained a lot of the older artifacts. It was a pleasing experience.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

FIFTH REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddell, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That up to four Supervisory Officers be authorized to attend the Area 2 Spring Conference of the Ontario Association of Education Administrative Officials to be held at Woodstock, Thursday, 1986 05 01 to Friday, 1986 05 02, and that expenses be paid according to policy.

(b) That an Area Superintendent attend the Conference "Developing More Effective Schools: The London Approach", sponsored by CASA, to be held at Montreal from Wednesday, 1986 04 02 to Friday, 1986 04 04, and that expenses be paid according to policy.

(c) That the resignation of Mr. William D. Millar, Area Superintendent, who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

(d) That an Area Superintendent attend the "Bill 75 and the Administrators" symposium, sponsored by OAEAO, to be held at Toronto, Monday, 1986 04 07, and that \$60 be paid towards registration and expenses.

(e) That the Superintendent of Operations and the Program Leader (Staff Development), attend the conference "Leading Effective Schools", sponsored by the Ministry of Education and

southern area school boards, to be held at St. Catharines, from Monday, 1986 04 07 to Tuesday, 1986 04 08, and that expenses be paid according to policy.

2. That the following recommendation of the Superintendent of Operations be approved:

(a) That the resignation of J. H. Lawrence, Staff Assistant, Adjustment Services, who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one Co-operative Education Co-ordinator attend the "National Co-operative Education Conference" to be held at Vancouver, B.C., Tuesday, 1986 06 24 to Friday, 1986 06 27, and that the registration of \$125 be paid.

(b) That the Supervisor of Geography attend the "World Congress on Education and Technology", to be held at Vancouver, B.C., Thursday, 1986 05 22 to Sunday, 1986 05 25 and that registration and expenses be paid according to policy.

(c) That the Supervisors of Family Studies and Health Education attend "4Mat System Administrator Workshop" to be held at Toronto, Wednesday, 1986 05 07 to Friday, 1986 05 09 and that \$330 each be paid towards registration and expenses.

(d) That the Supervisor of Technical Education attend the "Spring Conference of the Ontario Technical Directors' Association" to be held at Atherley, Ontario, Thursday, 1986 05 22 and that \$180 be paid towards registration and expenses.

(e) That the English Supervisor and two Consultants (English), attend the Niagara Region English Conference, "What's New", to be held at St. Catharines, Friday, 1986 04 18 and that \$40 each be paid towards registration and expenses.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the Administrative Assistant to the Director attend the National AIDS Forum: Separate Fact from Fiction, to be held at Oakville on Thursday, 1986 04 03, and that \$45 be paid towards the cost of registration and expenses.

(b) That one Special Education Consultant attend the Seventh Annual Educational Computing Organization of Ontario Conference

to be held at Toronto from Wednesday, 1986 04 30 to Friday, 1986 05 02, and that \$180 be paid towards the cost of registration and expenses.

(c) That one Psychological Consultant attend the Conference on Neuropsychology of Language to be held at Niagara Falls on Friday, 1986 03 28 and Saturday, 1986 03 29 and that \$55 be paid towards the cost of registration and expenses.

(d) That the Supervisor of Psychological Services attend the Conference "Developing More Effective Schools: The London Approach", sponsored by CASA, to be held at Montreal from Wednesday, 1986 04 02 to Friday, 1986 04 04, and that expenses be paid according to policy.

(e) That the Supervisor of Adjustment Services attend the Community Corrections Committee Workshop on "Community Justice: Working Together" to be held at Hamilton on Tuesday, 1986 04 22 and that the registration fee of \$16 be paid.

(f) That one special Education Consultant attend the conference on "Critical Health Issues in Educational Management" to be held at Toronto on Thursday, 1986 04 24, and that \$205 be paid towards the cost of registration and expenses.

(g) That the Consultant, Guidance Services, attend the Guidance Dialogue, sponsored by the Association of University Registrars, to be held at Ottawa from Wednesday, 1986 05 07 to Friday, 1986 05 09, and that expenses be paid according to policy.

(h) That the Supervisor of Media Services attend the conference on "Team Building" to be held at Toronto on Monday, 1986 06 16 and Tuesday, 1986 06 17, and that \$525 be paid towards the cost of registration and expenses.

(i) That the Community Facilities Liaison attend the Community Corrections Committee Workshop on "Community Justice: Working Together" to be held at Hamilton on Tuesday, 1986 04 22 and that the registration fee of \$16 be paid.

5. That the following recommendations of the Associate Superintendent of Curriculum and Special Services regarding the Summer School Program in Community Facilities with Observation and Detention Mandates be approved:

(a) That, subject to funding by the Ministry of Education and sufficient enrolment, the request of the Arrell Observation Home for a four-week summer school program be granted.

(b) That, subject to funding by the Ministry of Education and sufficient enrolment, the request of Dawn Patrol for a four-week summer school program be granted.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Hilda Mak be appointed to the Probationary Staff, effective 1986 04 14 with salary according to schedule.

(b) That Blair Trudel be appointed to the Occasional Staff, effective 1986 02 04 to further notice, with salary according to schedule.

(c) That the following teachers be returned from Leave of Absence and assigned teaching duties, effective as shown:

Marian Allen, 1986 03 24

Malcolm Buchanan, 1986 09 01

(d) That the request of Kim McCulloch for a Leave of Absence in order to serve on the Provincial Executive of OSSTF, effective 1986 09 01 to 1987 08 31, be granted.

(e) That the effective date of the Maternal Leave of Absence, granted to Marian Allen at the January Meeting be changed to 1985 12 09 to 1986 03 21.

(f) That the resignations of the following teachers, who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Donald H. Bell

Ralph S. Davis

William Jacobs

Mary P. McGinn

W. Ann Newman

John Pierroz

Reginald Shepherd

Thomas J. Simpson

Oscar Traschsel

Allan Williams

Anthony Woods

(g) That up to 100 students of the Grade 12 Urban Geography course from Hamilton Schools be permitted to attend a 4 day field trip in Montreal, Quebec, from 1986 04 24-27 (Thursday to Sunday).

(h) That one teacher for every 15 students, plus the geography supervisor or designate, supervise the geography field study excursion to Montreal, Quebec, 1986 04 24-27, and that each receive \$160.00 for their expenses.

(i) That 210 Hamilton students in Grades 9-13 participate in an excursion to Quebec City, Quebec, 1986 05 14-17 (Wednesday to Saturday).

(j) That one teacher for every 15 students supervise the excursion to Quebec City, Quebec, 1986 05 14-17, and that each receive \$120.00 for their expenses.

(k) That the following trips be approved:

(i) Crestwood, Grades 11-12, Outdoor Education, Algonquin Park, 1986 05 26-30 (Monday to Friday)

(ii) Georges P. Vanier, Grades 12-13, Ottawa, 1986 05 02-03 (Friday to Saturday)

(iii) Hill Park, French, Quebec City/Montreal, Quebec, 1986 04 23-26 (Wednesday to Saturday)

(iv) Westmount, Grades 11-13, Outdoor Education, Algonquin Park, 1986 05 21-24 (Wednesday to Saturday)

(l) That the request of Lorraine Stacey for an extension of her Leave of Absence, effective 1986 09 01 to 1987 08 31, be granted.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one secondary (composite) vice-principal attend the "O.S.S.T.F. Curriculum Challenge Conference", as a participant, to be held at Toronto, Wednesday, 1986 04 23 to Friday, 1986 04 25 and that \$180.00 be paid towards registration.

(b) That three secondary (composite) teachers attend the "Third Annual Provincial Conference of Business Education Directors" to be held at Peterborough, Thursday, 1986 05 08 to Saturday, 1986 05 10 and that \$160.00 each be paid towards registration and expenses.

(c) That up to seven secondary (vocational and composite) teachers attend the "Spring Conference of the Ontario Technical Directors' Association" to be held at Atherley, Ontario, Thursday, 1986 05 22 and that \$180.00 each be paid towards registration and expenses.

(d) That one secondary teacher attend the Phoenix Seminar "Peak Performance Training" to be held in Burlington, Saturday, 1986 04 19 to Sunday, 1986 04 20 and that \$145.00 be paid towards registration and expenses (Staff Development).

(e) That one secondary (composite) teacher attend the "Ontario Business Head Association Executive" to be held at Toronto,

Thursday, 1986 04 17 and that \$55.00 be paid towards registration and expenses.

(f) That one secondary (composite) teacher attend the "8th Annual Guelph Conference on Sexuality" to be held at Guelph, Tuesday, 1986 06 10 to Wednesday, 1986 06 11 and that \$180.00 be paid towards registration and expenses.

(g) That one secondary (composite) teacher be allowed to participate in the "Ontario Mining Association Tour", Sunday, 1986 09 28 to Friday, 1986 10 03 and that \$150.00 be paid towards expenses.

(h) That one secondary (composite) teacher attend the "Le Concours Provincial de Langue Francaise 1986 Conference" to be held at Ottawa, Friday, 1986 05 02 to Saturday, 1986 05 03 and that registration and expenses be paid according to policy.

(i) That up to six cooperative teacher-monitors (composite) attend the "Ontario Co-Operative Education Association Annual Conference on Positive Partnerships" to be held at Toronto, Sunday, 1986 06 01 to Tuesday, 1986 06 03 and that \$250.00 each be paid towards registration and expenses.

(j) That two secondary (composite) teachers attend the "Ontario Council for Education Management — Critical Health Issues in Educational Management Conference" to be held at Toronto, Wednesday, 1986 04 23 to Friday, 1986 04 25 and that \$215.00 each be paid towards registration and expenses.

(k) That two secondary (composite) teachers attend the "Vivre sa Langue Conference" to be held at Toronto, Thursday, 1986 04 03 to Saturday, 1986 04 05 and that \$200.00 each be paid towards registration and expenses.

(l) That one secondary (composite) teacher attend the "What Futures Are We Creating for Our Children Conference" to be held at Toronto, Thursday, 1986 04 17 to Friday, 1986 04 18 and that \$145.00 be paid towards registration and expenses.

(m) That one secondary (composite) teacher attend the "Ontario Association for Mathematics Education Conference" as a presenter, to be held at London, Ontario, Friday, 1986 05 09 to Sunday, 1986 05 11 and that expenses be paid according to Board policy.

(n) That 3 secondary (composite) teachers attend the "McMaster Conference on Secondary Language Teaching" to be held at Hamilton, Saturday, 1986 04 12 and that \$25.00 each be paid towards registration.

(o) That one secondary (composite) teacher attend the "Third Annual Women and Health Day" to be held at Hamilton, Saturday, 1986 04 05 and that \$30.00 be paid towards registration.

(p) That one vice-principal attend the conference "Leading Effective Schools", sponsored by the Ministry of Education and southern area school boards, to be held at St. Catharines, Monday, 1986 04 07 to Tuesday, 1986 04 08 and that expenses be paid according to policy.

(q) That one secondary (composite) teacher attend the "Symposium on Aids (Teleconference from the University of Massachusetts) Conference" to be held at Toronto, Thursday, 1986 04 03 and that \$30.00 be paid towards registration.

(r) That 5 secondary (composite and vocational) teachers attend the "Niagara Region English Conference, What's New" to be held at St. Catharines, Friday, 1986 04 18 and that \$40.00 each be paid towards registration and expenses.

(s) That one secondary (composite) teacher attend the "Dialogue Franco-Ontarien '86 Conference" to be held at Toronto, Wednesday, 1986 04 30 to Friday, 1986 05 02 and that \$218.00 be paid towards registration and expenses.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting one teacher to attend the Conference "Reading for the Love of It" held in Toronto on Thursday, 1986 02 13, be approved and that \$45 be paid towards the cost of registration and expenses.

(b) That up to 6 Guidance Heads attend the Guidance Dialogue, Sponsored by the Association of University Registrars, to be held in Ottawa, from Wednesday, 1986 05 07 to Friday, 1986 05 09, and that each receive \$200 towards the cost of registration and expenses.

(c) That up to four Community Facilities teachers attend the Community Corrections Committee Workshop on "Community Justice: Working Together" to be held in Hamilton on Tuesday, 1986 04 22 and that the registration fees of \$16 each be paid.

(d) That one secondary school teacher attend the Community Corrections Committee Workshop on "Community Justice: Working Together" to be held in Hamilton on Tuesday, 1986 04 22 and that the registration fee of \$16 be paid.

4. That the following recommendation of the Superintendent of Curriculum and Special Services regarding Text Books be approved:

(a) That the names of those texts listed be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

5. That the following recommendation of the Superintendent of Curriculum and Special Services regarding the School Year Calendar be approved:

(a) That the calendars for the Hamilton school system for the 1986-1987 school year be approved.

1986 - 87 PROFESSIONAL ACTIVITIES AND DEVELOPMENT DAYS

Date	Elementary & Train. Retarded	Vocational	Composite	Georges P. Vanier	Alter Ed.
SEPTEMBER					
12 - Friday	(1) in-school	_____	_____	_____	_____
26 - Friday	(1) in-school	_____	_____	_____	_____
OCTOBER					
24 - Friday	(2) supervisors (1) in-school (JK-6)	(2) supervisors	(2) supervisors	(2) supervisors	(2) supervisors
NOVEMBER					
18 - Tuesday	(6) H.T.F.	_____	_____	_____	_____
DECEMBER					
3 - Wednesday	(3) interviews	_____	_____	_____	_____
JANUARY					
28 - Wednesday (mountain schools)	(2) supervisors (JK-6) (1) in-school (Middle School)	_____	_____	_____	_____
28-30 Wed. - Fri.	_____	(5) turn around	_____	_____	_____
	_____	(2) (Jan. 30 p.m.) supervisors	_____	_____	_____
29-30	_____	_____	(5) turn around	(5) turn around	_____

FEBRUARY

4 - Wednesday (lower city schools)	(2) supervisors (JK-6)	_____	_____	_____	_____
	(1) in-school (Middle School)	_____	_____	_____	_____

MARCH

11 - Wednesday	(3) interviews	_____	_____	_____	_____
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MAY

1 - Friday		(7) OSSTF	(7) OSSTF		(7) OSSTF
8 - Friday	_____	_____	_____	(7) AEFO	_____

JUNE

10 - Wednesday	(3) interviews	_____	_____	_____	_____
25 - Thursday		(2) supervisors (p.m.)	_____	_____	_____
22-26 Mon. - Fri.	_____	_____	(5) turn around (2) (June 23 supervisors)	(5) turn around	(5) turn around
23-26 Tues. - Fri.	_____	(5) turn around	_____	_____	_____
26 - Friday	(4) year end	_____	_____	_____	_____

PROFESSIONAL ACTIVITY DAYS

- (1) School oriented in-service: programme planning, implementation and evaluation.
- (2) Supervisors of Curriculum and Instruction conduct broad curriculum in-service programmes.
- (3) Parent/Teacher interviews to promote better understanding and communication between the schools and the community they serve.
- (4) Year End — Days used for evaluation, orientation and school closing—elementary
- (5) "Turn-around" or Year-end days (secondary): evaluation of the semester just ended and organization for the ensuing semester.
- (6) Hamilton Teachers' Federation — develops Professional Development Day for its members.
- (7) Ontario Secondary School Teachers' Federation or AEFO — develops Professional Development Day for its members.

PART II

1. That the addition of a gymnasium and classroom space at George L. Armstrong School to incorporate Inverness School be approved.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Elizabeth Beaudoin, 1986 05 14 to 1986 06 27

Wilma Torrens, 1986 01 20 to 1986 02 21

Lindsey Zablocki, 1986 04 01 to 1986 06 27

(b) That the appointment of the following teachers to the Occasional Staff, approved at previous meetings, be changed to become effective as shown:

Helen Brown, 1986 01 01 to 1986 05 30 (.5)

Kimberley Carlsen, 1985 12 02 to 1986 04 04

Kathryn Evans, 1986 01 09 to 1986 03 05 (.5)

Margaret Fleet, 1985 09 17 to 1986 04 11

Dale Judd, 1986 01 27 to 1986 03 27

Tina Kovacs, 1986 01 01 to 1986 06 27

Sheila Mowbray, 1986 02 24 to 1986 06 27

Pamela Swietek, 1985 10 09 to 1986 06 27

Sharon Watson, 1985 11 21 to 1986 06 27 (.5)

(c) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Anne Luxon, 1986 04 04

Nancy Turnbull, 1986 04 07

(d) That the Maternal Leave of Absence granted to Beverly Kurey at the March Meeting be changed to become effective 1986 04 01 to 1986 07 28.

(e) That the request of Carol Pyke for a Maternal Leave of Absence, effective 1986 05 05 to 1986 08 29, be granted in accordance with conditions governing Maternal Leave.

(f) That the request of Patricia Baulcomb for a Maternal Leave of Absence, effective 1986 04 28 to 1986 08 22, be granted in accordance with conditions governing Maternal Leave and that this Leave be followed by a Leave of Absence for Parental Reasons until 1988 08 31.

(g) That the requests of the following teachers for Parental Leaves of Absence, effective as shown, be granted:

Linda Charko, 1986 05 05 to 1986 05 30

Lyn DeJong, 1986 05 05 to 1987 08 31

Janice Park, 1986 05 19 to 1986 08 31

(h) That the requests of the following teachers for extension of their Leaves of Absence, effective as shown, be granted:

Mary Anne Ewer, 1986 09 01 to 1987 08 31

Shelley Freeman, 1986 09 01 to 1987 08 31

Marjory Ingrassia, 1986 09 01 to 1987 08 31

Larysa Little, 1986 09 01 to 1987 08 31

Connie McKnight, 1986 09 01 to 1987 08 31

(i) That the resignation of the following principals, who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Thomas J. Buttle

James H. Hewitt

James A. N. Dowell

John H. Mattys

Alfred F. Hannay

(j) That the resignations of the following teachers, who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Alice Ainsworth

G. Helen Lawrence

David Barnard

Eileen J. Pearson

Marjorie Klein

(k) That the resignations of the following teachers, effective 1986 08 31, be accepted with regret:

Patricia Fretwell

Elizabeth J. Huntting

Patricia Jefkins-Smith

(l) That the timetable of B. Kathleen Hann be increased from .5 to 1.0, effective 1986 04 28.

(m) That the following trips be approved:

(i) Centennial, Grades 4, 5, Special Education, Outdoor Education, Valens Conservation Area, 1986 06 11-13 (Wednesday to Friday)

(ii) Elizabeth Bagshaw, Grades 7-8, Ottawa, 1986 04 21-23 (Monday to Wednesday)

(iii) Elizabeth Bagshaw, Grade 8, Outdoor Education, Camp Wanakita, Haliburton, 1986 06 11-14 (Wednesday to Saturday)

(iv) Vincent Massey, T. R. students, Valens Conservation Area, 1986 06 02-03 (Monday to Tuesday)

(v) Vincent Massey T. R. students, Valens Conservation Area, 1986 06 05-06 (Thursday to Friday)

(vi) Memorial, Grade 8, Ottawa, 1986 06 11-13 (Wednesday to Friday).

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That two teachers attend the "Ontario Association for Mathematics Education Conference", as participants, to be held at London, Friday, 1986 05 09 to Sunday, 1986 05 11 and that expenses be paid according to Board policy.

(b) That one teacher attend the "What Futures Are We Creating for Our Children Conference" to be held at Toronto, Thursday, 1986 04 17 to Friday, 1986 04 18 and that \$145.00 be paid towards registration and expenses.

(c) That one Junior Consultant, one Primary Consultant and four teachers attend "The 2nd R conference — All About Writing" to be held at London, Thursday 1986 05 08 to Saturday 1986 05 10 and that \$175.00 each be paid towards registration and expenses.

(d) That four kindergarten teachers be permitted to attend the "Fifth Annual Ontario Seminar on the Critical R: Relationship" to be held at Toronto, Friday, 1986 04 11.

(e) That one Primary Consultant and two teachers attend the Canadian Association for Young Children Conference" to be held at Toronto, Friday, 1986 04 11 and that \$80.00 each be paid towards registration and expenses.

(f) That one teacher attend the "Choirs in Contact Conference" to be held at Ottawa, Friday, 1986 06 13, at no expense to the Board.

(g) That three teachers attend the "Curriculum '86 Conference" to be held at Collingwood, Ontario, Thursday, 1986 05 08 (evening) to Saturday, 1986 05 10 and that registration and expenses be paid according to Board policy.

(h) That the action of the Superintendent of Curriculum & Special Services in permitting one principal to attend the "O.P.S.T.F. Leadership Academy" held at London, Ontario, Saturday, 1986 02 22

to Wednesday, 1986 02 26 and that the registration fee of \$350.00 be paid, be approved. (Staff Development).

(i) That one teacher attend ther Phoenix Seminar "Peak Performance Training" to be held at Burlington, Saturday, 1986 04 19 to Sunday, 1986 04 20 and that \$145.00 be paid towards registration and expenses (Staff Development).

(j) That up to six teachers attend the "Ontario Industrial Arts Teachers Association Conference '86" to be held at Allision, Friday, 1986 05 09 to Sunday, 1986 05 11 and that \$200.00 each be paid towards registration.

(k) That 5 teachers attend the "Niagara Region English Conference, What's New" to be held at St. Catharines, Friday, 1986 04 18 and that \$40.00 each be paid towards registration and expenses.

(l) That one teacher attend the "Class Act '86 Conference" to be held at Toronto, Friday, 1986 04 04 to Saturday, 1986 04 05 and that \$205.00 be paid towards registration and expenses.

(m) That the action of the Superintenden of Curriculum and Special Services in permitting one teacher to attend the "OCLEA: Administrative Uses of Computers Conference" held at Toronto, Wednesday, 1986 02 19 to Thursday, 1986 02 20 and that \$235.00 towards registration and expenses be paid, be approved.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That three teachers attend the 1986 Special Education Conference to be held in Toronto on Thursday, 1986 05 08 and Friday, 1986 05 09, and that each receive \$160 towards the cost of registration and expenses.

(b) That one teacher attend the Ontario Association for Teachers of the Mentally Retarded Twenty-Ninth Annual Conference to be held in London, Ontario, on Friday, 1986 04 25 and Saturday, 1986 04 26 and that expenses be paid according to policy.

(c) That one teacher attend the 1986 Special Education Conference to be held in Toronto on Thursday, 1986 05 08 and Friday, 1986 05 09 and that \$160.00 be paid towards registration and expenses.

5. That the following recommendation of the Superintendent of Curriculum and Special Services regarding Text Books be approved:

(a) That the names of those texts listed be approved for use in the schools and be added to the lists of texts previously approved by the Board of Education for the City of Hamilton.

6. That the following recommendation of the Superintendent of Curriculum and Special Services regarding the School Year Calendar be approved:

(a) That the calendars for the Hamilton school system for the 1986-1987 school year be approved. (See clause 5, Part I)

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 04 01.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

FIFTH REPORT

Present: Mr. Joseph Flaherty (Acting Chairman), Trustees Cunningham, Detwiler, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke, and Van Horne.

Also Present: Trustees Baskin, Deans, Maguire, Lowe and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator-Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the Board's Retirement Gratuity be paid to Roy S. Cartmell, Secretary-Treasurer and Business Administrator, upon his retirement, 1986 08 31.

(b) That the Board of Education for the City of Hamilton participate in the Ontario Ministry of Labour - "Students in Personnel (SIP)" summer program, at no cost to the Board, for the

placement of a senior university student in the Personnel Department for a maximum of four months.

(c) That David McConnell be appointed to the probationary Clerical Staff, (Category C - maximum \$363.60 per week), effective 1986 04 01, with salary according to the salary schedule.

2. That the 1985 Audited Financial Statement be approved as presented to the members.

3. That the 1985 Audited Trust Fund Statement be approved as presented to the members.

4. That the 1985 Audited Statement for the Board of Education for the City of Hamilton Foundation be approved as presented to the members.

5. That the report of the Transportation Committee be approved:

(a) That the Transportation Committee has reviewed the Board's operating principles with respect to busing, and finds them to be suitable.

6. That clauses 1(a), (b), (c), (d), (e), 2(a), 3(a), (b), (c), (d), (e), 4(a), (b), (c), (d), (e), (f), (g), (h), and (i) of the report of the Education Management Committee be approved, and in connection with clauses 1(c) and 2(a), that the Board's retirement gratuity be paid to William D. Millar and J. H. Lawrence.

PART I

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Anne Marie Pegg, Secondary School Clerical Staff, be granted a Maternal Leave of Absence, to commence 1986 05 05, in accordance with the Employment Standards Act.

(b) That Ruth Markocki, Secondary School Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 03 31.

2. That the request for financial assistance from the Hamilton Secondary School Principals' Association in the amount of \$1,000, to help defray costs of its Professional Development Conference to be held 1986 05 22-24 in Orillia, be granted.

3. That the contribution of \$1,000 to the Hamilton Secondary School Principals' Association for its Professional Development Conference be taken out of the Professional Development Budget, Line 32 of the Board's 1986 Budget.

4. That the request for financial assistance from District 8, O.S.S.T.F. in the amount of \$1,500 to help defray costs of its Annual Professional Development Day, to be held 1986 04 21 in Hamilton, be granted.

5. That the contribution of \$1,500 to District 8, O.S.S.T.F. for their Annual Professional Development Day be taken out of the Professional Development Budget, line 32 of the Board's 1986 Budget.

6. That the cost deviation report with respect to the secondary panel be approved in the amount of \$4,500.00.

7. That clauses 1(f), (h), (j), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (r), (s), 3(a), (b), (c) and (d) of the report of the Education Management Committee be approved, and in connection with clause 1(f), the Board's retirement gratuity be paid to Donald H. Bell, Ralph S. Davies, William Jacobs, Mary P. McGinn, W. Ann Newman, John Pierroz, Reginald Shepherd, Thomas J. Simpson, Oscar Traschsel, Allan Williams and Anthony Woods.

PART II

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Margaret Attwood, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 04 18, and that the Board's gratuity be paid.

(b) That the resignation of Edna Good, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 27, and that the Board's gratuity be paid.

(c) That Joan Wright be appointed to the Probationary Teacher Aide Staff, effective 1986 03 17, at the rate of \$9.08 per hour.

2. That the request from the Central Public School Home and School Association for the installation of a creative playground at Central Public School be approved in principle, and that the usual committee be struck to plan the arrangement.

3. That the request of the Laurier Recreation Centre Advisory Committee to install the approved creative playground on our Elizabeth Bagshaw School grounds, be granted, subject to approval by the Deputy Administrator, Buildings of the final site plans.

4. That the request for financial assistance from the Hamilton Teachers' Federation, in the amount of \$2,415 (\$2,300 plus 5 per

cent), to help defray costs of its Professional Development Day to be held in November, 1986 in Hamilton, be granted.

5. That the contribution to the Hamilton Teachers' Federation of \$2,415 towards its Professional Development Day be taken from the Professional Development Budget, line 32 of the 1986 Budget.

6. That the Kenora Avenue Site, located in Lot 27, Concession 2, formerly in the Township of Saltfleet, be declared surplus to the Board's needs and be sold with the understanding that the Board will not require a site in this attendance area within ten years of the date of disposal.

7. That the cost deviation report with respect to the elementary panel be approved in the amount of \$2,056.00.

8. That clauses 1, 2(i), (j), 3(a), (b), (c), (e), (g), (h), (i), (j), (k), (l), (m), 4(a), (b) and (c) of the report of the Education Management Committee be approved, and in connection with clauses 2(i) and (j), the Board's gratuity be paid to Thomas J. Buttle, James A. N. Dowall, Alfred F. Hannay, James H. Hewitt, John H. Mattys, Alice Ainsworth, David Barnard, Marjorie Klein, G. Helen Lawrence and Eileen J. Pearson.

Respectfully submitted,

JOSEPH FLAHERTY,
Acting Chairman.

Board Room,
1986 04 03.

ADDENDUM

The following motion was considered at the 1986 04 03 meeting of the Business Management Committee, and was LOST:

PART II

1. That the officials investigate, with the Area Superintendents, Principals and Staff members who run co-curricular and extracurricular activities, if there is a relationship between busing and participation in those activities, and bring a report back to the Business Management Committee.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 04 17

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddie, and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services) and Shewfelt (Manager, Accounting and Budget).

The special session was called to order to consider the report on the Commission on the Financing of Elementary and Secondary Education in Ontario — the Macdonald Report.

Moved by Mrs. Bell, seconded by Mrs. Clarke, That this meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Mr. Angelo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

Mr. Di Ianni than assumed the Chair and called on the Director to report on the Commission's recommendations.

Mr. Krever suggested the three avenues the Board may take on this matter. The Board may want to submit a response, or it may respond through A.L.S.B.O., or A.L.S.B.O. can be advised of parts the Board feels strongly about. There are concerns on the August 1st, 1986 deadline, and the Board may wish to request an extension.

Mr. Krever remarked the report has three directions:

- commercial and industrial assessment should be Provincialized,
- a move to Provincial salary schedules
- a move to programme funding and Provincially-approved programmes offered by local Boards.

On the other hand, there are omissions in the report such as no data on the costings of the proposals and no timelines. In

the financial section of the report, it was emphasized individual recommendations should not be looked at. The recommendations all fit together, and thereby are to be considered as a whole.

Messrs. Krever and Shewfelt then reviewed each recommendation contained in the Macdonald Report.

Particular concerns resulted in the fourth recommendation which suggests one Board of Education in Hamilton / Wentworth.

Trustee Baskin supported a merger of this Board and the Wentworth County Board, but Trustees Kennedy and Macaluso saw no benefit in making such a move. Trustee Clarke remarked that A.L.S.B.O. believes this should be resolved at the local level.

Trustees Mulholland and Maguire suggested an in-depth study take place on recommendation four, but Trustee Van Horne felt the members are jumping the gun.

Moved by Mrs. Clarke: That the Board form a committee to study the implications of recommendation four to the Hamilton Board of Education with the view to making a submission to the Ministry of Education.

After Trustee Clarke explained her intent is that this Board should do its own study prior to a joint effort with Wentworth County, Trustees Van Horne, Bell and Detwiler emphasized any valid study should have input from the Wentworth Board of Education. Trustees Maguire and Webb supported this be looked at from the Hamilton Board point of view, and the Wentworth County officials could then be invited.

Moved in amendment by Mr. Hicks: That the motion be amended with the following: "and that the Wentworth County Board of Education be contacted about our intent to set up this task force and invite them to join in the study."

The amendment was defeated.

Trustee Bell asked if the Chairman of the Board and the Director will co-operate with Wentworth County's Chairman and Director, and Mr. Krever replied there will be a sharing of information, but no commitments.

The original motion was then adopted.

Mr. Shewfelt commented on the report. A number of Mr. Shewfelt's comments, he felt, were speculative because of the lack of hard data. He supported the extension of the deadline to December 1st, 1986.

Recommendations 19-22 prompted further discussion. Mr. Shewfelt explained this is provincial pooling, or the redistribution of wealth.

Moved by Canon Rogers: That the Board re-affirm its position in opposition to the pooling of commercial and industrial assessment.

Trustee Van Horne did not want to see this considered in isolation and Trustee Macaluso felt the City would have real concerns on this.

Canon Rogers withdrew his motion.

Moved by Mrs. Baskin: That the Minister of Education be requested to extend the deadline for submissions of responses to the Macdonald Report from August 1st, 1986 to December 1st, 1986. Carried.

Moved by Mr. Maguire: That this meeting of the Committee-of-the-Whole now return to a meeting of the Board. Carried.

Mrs. Van Horne resumed the chair.

Moved by Mr. Di Ianni, seconded by Mrs. Baskin: That the report of the Committee-of-the-Whole be and the same is hereby adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 04 17.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The special session was called to consider the report of the Salary Committee and the report of the special meeting of the Education Management Committee.

PART II

Moved by Mrs. Clarke, seconded by Mrs. Bell: That Part Two of the special report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mr. Kennedy: That Part Two of the report of the Salary Committee be and the same is hereby adopted. Carried.

The meeting then adjourned,

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Kennedy, Maguire, Ruddle, Webb, Bell and Van Horne.

Also Present: Trustees Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services, and Beveridge (Associate Superintendent of Curriculum and Special Services.

The Committee recommends:

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That John (Ted) Ophoven be appointed to the position of Acting Principal of an Elementary School, effective 1986 04 14, with salary according to schedule.

(b) That David Maddocks be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1986 04 14, with salary according to schedule.

(c) That Linda Geddes be appointed to the Occasional Staff, effective 1986 04 11 to 1986 04 18, with salary according to schedule.

(d) That Linda Geddes be appointed to the Probationary Staff, effective 1986 04 21, with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 04 17.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Bell, Mulholland, Baskin and Van Horne.

Officials Present: Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

PART II

1. That the Board approve an annual responsibility allowance in the amount of \$3,139 for the position of Programme Leader, Alternative Education (Elementary Panel) and that this allowance be retroactive to 1985 12 01.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1986 04 15.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 05 08.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Clarke, Cunningham, Deans, Detwiler, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services) and Penner (Deputy Business Administrator).

The minutes of the last regular and special meetings were adopted as presented to the members.

A communication thanking the Board for its expression of sympathy from the Krever family was read to the members. It was received and ordered filed.

Committee reports were presented as follows:

Education Management Committee and Special Report — Mrs. Clarke

Business Management Committee—Miss Cunningham.

Moved by Mrs. Clarke, seconded by Mr. Maguire: That the General Part of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Cunningham, seconded by Mr. Mulholland: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

The date of the Staff Retirement tea of June 9th, 1986 was announced to the members.

PART I

A communication from Mr. Hubert Paquin thanking the Board for the use of meeting facilities at the Education Centre was read to the members. It was received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Flaherty: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Miss Cunningham, seconded by Canon Rogers: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

PART II

A communication from the Thomson family thanking the Board for its expression of sympathy, and a communication from Mr. Ronald Watson thanking the Board for funding his attendance at an OCLEA conference were read to the members. They were received and ordered filed.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Part Two of the report of the Education Management Committee, and the special report, be and the same his hereby adopted.

Trustee Macaluso referred to the eleven appointees to Acting Vice Principal, and he remarked that six of these appointees are women.

The report was then adopted.

Moved by Miss Cunningham, seconded by Canon Rogers: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That clause 4, sub-clauses (c) and (d), Part II of the report of the Education Mangement Committee approved on 1986 01 07 and adopted by the Board on 1986 01 16, and clause 1(f), Part II of the special report of the Education Management Committee approved on 1986 02 13 and defeated by the Board on 1986 02 26 be re-opened for discussion.

The Chairman reminded the members a two-thirds majority is required to re-open the discussion. The two-thirds was obtained and the motion was adopted.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That clause 4, sub-clauses (c) and (d) of the report of the Education Management Committee approved on 1986 01 07 and adopted by the Board on 1986 01 16 and that clause 1(f), Part II of the special report of the Education Management Committee

approved on 1986 02 13 and defeated by the Board on 1986 02 26 be rescinded.

Trustee Clarke explained the transition period is posing a problem since the purchase of portables was not approved.

The motion to rescind was adopted.

Moved by Mrs. Deans, seconded by Mr. Ruddle: That three portables be placed on the Pauline Johnson / Cardinal Heights site to accommodate the French Immersion program for the next year or two, with the entire Junior French Immersion program at Pauline Johnson moving to Norwood Park at the earliest convenience, preferably September, 1987.

Speaking to her motion, Trustee Deans believed the trustees did not have all the information when the original decision was made. Trustee Ruddle felt the motion suits the needs of the system and the concerns of the parents.

Trustee Vine spoke against the motion, and she emphasized that all alternatives should be explored. Trustee Lowe expressed concerns on the date contained in the motion in that the Board has a legal obligation until September 1987 with the lease of Norwood Park to the Separate School Board. She also questioned the moral obligation.

When the matter of sharing Norwood Park was mentioned in the discussion, Trustee Baskin saw this as a unique opportunity to share Norwood Park and she hoped this could be done by September, 1986.

Trustee Cunningham wanted to see the program have stability and continuity. Trustee Mulholland did not want to see the Board tamper with the current lease with the Separate School Board. Trustee Clarke agreed a move in September 1986 is short notice, but the Board should act in such a way that would best serve everyone.

Moved by Mr. McMurrich, seconded by Mrs. Baskin: That the motion concerning the acquisition of portables and subsequent move of Pauline Johnson to Norwood Park be referred for study at the June Education Management Committee or special meeting of the E.M.C. called for that purpose.

Trustee McMurrich believed the questions on sharing Norwood Park are valid and there has not been enough consideration on this matter, but Trustees Kennedy, Deans,

Detwiler, Hicks and Lowe did not support such a referral. Trustee Vine emphasized this referral means to negotiate, not break a lease.

The motion to refer was defeated.

Moved in amendment by Mrs. Vine, seconded by Miss Cunningham: That the motion be amended to provide portables for one year for the French Immersion program and that the entire junior French Immersion program at Pauline Johnson be moved to Norwood Park in September, 1987.

Trustee Vine believed a definite timeline was needed for the motion.

The amendment was put to a vote and was defeated.

The original motion was then adopted. A recorded vote was requested as follows:

In favour of the motion: Trustees Baskin, Ruddle, Mulholland, Rogers, Deans, Lowe, Detwiler, Kennedy, Hicks, Clarke and Van Horne.

Those opposed: Trustees McMurrich, Vine and Cunningham.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE
SIXTH REPORT**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Detwiler, Flaherty and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That the Program Leader (Staff Development), attend the conference "Managing Change" to be held at Toronto, Wednesday, 1986 06 04 to Friday, 1986 06 06, and that expenses be paid according to policy.

(b) That an elementary principal attend the National School Public Relations Seminar to be held at Boston, Wednesday, 1986 07 09 to Saturday, 1986 07 12, and that expenses be paid according to policy.

(c) That three members of the Research Department attend the spring conference of the Association of Education Researchers of Ontario to be held at Kleinburg, Ontario, Friday, 1986 06 06, and that \$50 each be paid towards registration and expenses.

2. That the following recommendation of the Superintendent of Operations be approved:

(a) That the request of the Ministry of Education for the secondment of Miss Gwen Mowbray, English Supervisor, for 22 days in 1987 for curriculum writing, be approved.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the Supervisor of Geography attend the "Ontario Association of Geographers and Environmental Educators"

Conference” to be held at London, Ontario, Saturday, 1986 05 10 and that \$50 be paid towards registration and expenses.

(b) That the Supervisor of Physical and Health Education attend the “Managing Organizational Change and the Leader’s Role in Managing Change Seminars” to be held at Toronto, Wednesday, 1986 06 04, and that \$350 be paid towards registration and expenses.

(c) That the Supervisor and the Consultant of Science attend the “Best of Both Worlds’ Conference” to be held at Windsor, Wednesday, 1986 05 28 to Friday, 1986 05 30 and that registration and expenses be paid according to policy.

(d) That one Area Superintendent attend the “Ontario Association of Education Administrative Officials Evaluating Principals’ Workshops” to be held at Toronto, Thursday, 1986 05 22 to Friday, 1986 05 23 and that \$230 be paid towards registration and expenses. (Staff Development)

(e) That the action of the Superintendent of Curriculum and Special Services in permitting one Adjustment Counsellor to attend the “Junior Division Conference — The Active Learner” held at Toronto, Wednesday, 1986 04 23 and that the registration of \$30 be paid, be approved.

(f) That the Superintendent of Curriculum and Special Services attend the “Managing the Managers’ Conference” to be held at Vancouver, Wednesday, 1986 07 30 to Saturday, 1986 08 02, and that expenses be paid according to policy.

(g) That the Board of Education for the City of Hamilton participate in the Ontario Ministry of Skills Development — Futures Program — “Training Ontario’s Youth for Work” at no cost to the Board for the placement of one Office Assistant / Technician in the Computer Studies Department for a maximum of sixteen weeks.

(h) That a grant application in the amount of \$2,780.47 to the Ministry of Education Experience ’86 Project for a Computer Studies Department Assistant at no cost to the Board be approved.

(i) That one Computer Consultant attend the “Computers in Education Conference” to be held at Toronto, Thursday, 1986 06 12 and that \$90 be paid towards registration and expenses.

(j) That recommendation “(c)” in the April EMC minutes be changed to read: That the Supervisors of Family Studies and Health Education attend the “4 Mat System Administrator Workshop” to be held at Toronto, Wednesday, 1986 05 07 to Friday, 1986 05 09, and that \$450 each be paid towards registration and expenses.

(k) That the Values Education Consultant attend the "Ecumenical Study Commission on Public Education — Religious Education Symposium" to be held at Toronto, Thursday, 1986 05 01 and that \$65 be paid towards registration and expenses.

(l) That the Supervisor of Family Studies attend the "Ontario Family Studies Co-ordinators' Council" to be held at Nottawasaga, Ontario, Wednesday, 1986 05 28 to Thursday, 1986 05 29, and that \$184.80 be paid towards registration and expenses.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one Special Education Consultant and one Psychological Consultant attend the Opportunity Speaks Workshop on Meeting the Needs of the Gifted Teacher to be held at Toronto on Friday, 1986 05 16 and/or Saturday, 1986 05 17, and that an amount not to exceed \$265 be paid towards the cost of registrations and expenses.

(b) That one Adjustment Counsellor attend the Prevention Workshop to be held at Hamilton on Wednesday, 1986 06 04 and Thursday, 1986 06 05 and that the registration fee of \$85 be paid.

(c) That one Teacher-Librarian attend the 16th National Conference on Instructional Technology to be held at Toronto on Sunday, 1986 06 15 and Monday, 1986 06 16, and that \$185 be paid towards the cost of registration and expenses.

(d) That three staff members of the Adjustment Services Department attend the 1986 Annual Conference of the Ontario Association for Counselling and Attendance Services to be held at Peterborough from Wednesday, 1986 06 11 to Saturday, 1986 06 14 and that \$280 each be paid towards the cost of registration and expenses.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Steven Davidge, 1986 03 24 to further notice

Robert Forshaw, 1986 03 17 to further notice.

Lloyd Reid, 1986 03 07 to 1986 04 25

(b) That the request of Dorothy Borsi for Maternal Leave of Absence be granted in accordance with conditions governing

Maternal Leaves and this Leave be followed by a Leave of Absence for personal reasons, effective 1986 09 01 to 1987 01 30.

(c) That the request of Gerald Price for a Leave of Absence, half time, in order to serve as Vice-President on District 8 O.S.S.T.F., effective 1986 09 01 to 1987 08 31, be granted.

(d) That the request of Leys Malpass for a Personal Leave of Absence be granted effective 1986 09 01 to 1987 08 31.

(e) That Kathryn Starodub be returned from Leave of Absence and assigned teaching duties effective 1986 05 26.

(f) That the resignations of the following teachers who are retiring on superannuation, effective 1986 06 30, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan:

Jean Humphrey
Miriam Lebow
Isabelle Salisbury
Myra Woods

(g) That Dean Watson be returned to a full-time teaching assignment effective 1986 09 01.

(h) That the following trips be approved:

(i) Barton, Grades 9-13, Lewiston, New York, 1986 05 22 - 24. (Thursday to Saturday)

(ii) Delta, Grade 12, Killarney, 1986 05 30 - 1986 06 01. (Friday to Sunday)

(iii) Scott Park and Sir Winston Churchill, Grades 10-11, Outdoor Education, Bark Lake, 1986 05 14 - 16 (Wednesday to Friday)

(iv) Westmount, Grades 11-13, Outdoor Education, Algonquin Park, 1986 04 14-17. (Wednesday to Saturday)

(v) Delta, Grades 9-13, Windsor, 1986 05 09 / 10 (Friday to Saturday)

(i) That the requests of the following teachers for a Personal Leave of Absence, without pay, be granted, effective as shown:

John M. Rudolph, 1986 06 16 to 1986 06 20
Michael R. Silbert, 1986 04 28 to 1986 05 16

(j) That Liliane Zychowicz be returned from a Leave of Absence and assigned teaching duties effective 1986 09 01.

(k) That Wendy Hutton be appointed, half-time, to the teaching staff at B'nai Brith Cottage, effective 1986 05 12, be granted.

(l) That Gail Rappolt be appointed to the position of Acting Vice-Principal of a Secondary School, effective 1986 09 01, with salary according to schedule.

(m) That Janis Morgan be appointed to the position of Acting Teacher-Librarian, effective 1986 09 01, with salary according to schedule.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Superintendent of Curriculum and Special Services in permitting one secondary (vocational) teacher to attend the "Canadian Restaurant & Food Services Association — Hostex '86" held at Toronto, Monday, 1986 04 28 to Tuesday, 1986 04 29 and that \$15.00 towards registration and expenses be paid, be approved.

(b) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend the "Community Corrections Committee — Community Justice: Working Together" held at Hamilton, Tuesday, 1986 04 22 and that \$16.00 towards registration be paid, be approved.

(c) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend the "Secondary School Scheduling Institute Conference" held at Toronto, Thursday, 1986 04 24 and that \$85.00 be paid towards registration and expenses, be approved.

(d) That one secondary (composite) teacher attend the "Nutrition Update Conference" to be held at Toronto, Friday, 1986 05 23 and that \$80.00 be paid towards registration and expenses.

(e) That six secondary (composite & vocational) teachers attend the "Ontario Association of Geographers and Environmental Educators' Conference" to be held at London, Ontario, Saturday, 1986 05 10 and that \$50.00 each be paid towards registration and expenses.

(f) That one secondary (composite) teacher attend the "Congres de directeurs" to be held at Barrie, Ontario, Wednesday, 1986 05 21 to Friday, 1986 05 23 and that \$210.00 be paid towards registration and expenses.

(g) That one secondary (composite) teacher attend the "Congres des enseignants — bibliotheraînes franco-ontariens — C.E.B.F.O." to be held at Ottawa, Thursday, 1986 05 22 to Saturday, 1986 05 24 and that registration and expenses be paid according to policy.

(h) That one secondary (composite) teacher attend the "York University Sports Seminars: Hockey" to be held at Toronto, Friday, 1986 06 13 to Sunday, 1986 06 15 and that \$160.00 be paid towards registration.

(i) That one secondary (composite) principal attend the "Ontario Association of Education Administrative Officials Evaluating Principals Workshops" to be held at Toronto, Thursday, 1986 05 22 to Friday, 1986 05 23 and that \$230.00 each be paid towards registration and expenses. (Staff Development)

(j) That the action of the Superintendent of Curriculum and Special Services in permitting one secondary (composite) teacher to attend the "University of Waterloo Warrior All Star Football Clinic, held at Waterloo, Friday, 1986 04 04 to Saturday, 1986 04 05 and that the registration fee of \$50.00 be paid, be approved.

(k) That a grant application in the amount of \$11,168.28 to the Ministry of Education Experience '86 Project to employ 15 students for 33 days as Summer School Monitors in English and Mathematics at a cost of \$460.44 to the Board, be approved.

(l) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend the "Women and Health Day Conference" held at Hamilton, Saturday, 1986 04 05 and that \$30.00 towards registration be paid, be approved.

(m) That the Administrative Assistant to the Office of the Business Administrator attend the "Spring Conference of the Association of Education Researchers of Ontario" to be held at Kleinburg, Ontario, Friday, 1986 06 06 and that \$50.00 be paid towards registration and expenses.

(n) That one secondary (composite) teacher attend the "Creative Problem Solving Weekend, sponsored by the Association of the Gifted and the Association for Bright Children" to be held at Toronto, Friday, 1986 06 06 to Sunday, 1986 06 08 and that \$130.00 be paid towards registration and expenses.

(o) That a grant application in the amount of \$1,731.44 to the Ministry of Education Experience '86 Project for "Applications of Mathematics — Software for the ICON" at a cost of \$70.64 to the Board be approved.

(p) That the action of the Superintendent of Curriculum and Special Services in permitting one secondary (composite) teacher and 5 secondary (composite) students to attend the "Conference on Students Against Drunk Driving" held at Gananoque, Monday, 1986 04 14 to Wednesday, 1986 04 16 and that the registration fee of \$100.00 each be paid and that travelling expenses of \$157.60 to the teacher be paid, be approved.

(q) That two secondary (composite) teachers attend the "Ontario Alternative Education Association Conference" to be held at Kingston, Ontario, Friday, 1986 05 30 and that registration and expenses be paid according to policy.

(r) That one secondary (composite) teacher attend the "Managing Change Conference" to be held at Toronto, Wednesday, 1986 06 04 to Friday, 1986 06 06 and that \$250.00 be paid towards registration (Staff Development).

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one special education teacher attend the conference on Attention Deficit Disorders in Children to be held in Toronto on Friday, 1986 05 16 and Saturday, 1986 05 17 and that \$205 be paid towards the cost of registration and expenses.

(b) That one secondary school teacher attend the Opportunity Speaks Workshop on Meeting the Needs of the Gifted Teacher to be held in Toronto on Saturday, 1986 06 16 and that \$80 be paid towards the cost of registration and expenses.

(c) That two secondary school principals attend the Opportunity Speaks Workshop on Meeting the Needs of the Gifted Teacher to be held in Toronto on Friday, 1986 06 15 and Saturday, 1986 05 16 and that \$175 each be paid towards the cost of registration and expenses.

(d) That one secondary school teacher attend the 1986 Guidance Roundtable to be held in Toronto on Friday, 1986 05 09 and that \$33 be paid towards the cost of registration and expenses.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Dianne Gordon, 1986 05 05 to 1986 06 27 (.5)

Lorna Hampson, 1986 05 20 to 1986 06 27 (.5)

Wayne Jessop, 1986 06 02 to 1986 06 27
Marilyn Legault, 1986 04 03 to 1986 06 27
Lynn MacDonald, 1986 03 20 to 1986 04 25 and
1986 05 03 to 1986 06 27 (.5)
Sharon Reading, 1986 04 08 to 1986 06 27

(b) That the appointment of the following teachers to the Occasional Staff, approved at previous meetings, be changed, to become effective as shown:

Gladys Elia, 1986 01 27 to 1986 06 27 (.5)
Margaret Fleet, 1985 09 17 to 1986 05 16
Jody McGuffin, 1986 03 19 to 1986 05 02

(c) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Linda J. Charko, 1986 06 02
William (Brad) Kuhn, 1986 09 01
Victoria Harmer, 1986 04 28
Elizabeth McQueen, 1986 05 05
Charles Taylor, 1986 09 01

(d) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Donna Kehoe, 1986 09 01 to 1986 12 26
Kathleen Penny, 1986 09 02 to 1986 12 29
Deborah Smith, 1986 06 02 to 1986 09 26

(e) That the Maternal Leave of Absence granted to Patricia Baulcomb at the March meeting be changed to become effective 1986 05 01 to 1986 08 18 (followed by a Parental Leave of Absence until 1988 08 31.)

(f) That the request of the following teachers for Disability Leaves of Absence, effective as shown, be granted:

Robert Hutchison, 1986 09 01
Norval Redpath, 1986 09 01

(g) That the requests of the following teachers for Maternal Leaves of Absence be granted in accordance with conditions governing Maternal Leaves and these Leaves be followed by a Leave of Absence for parental reasons, effective as shown:

Brigitte Kurtz, 1986 06 02 to 1986 11 30
Janis Muller, 1986 09 01 to 1987 08 31

(h) That the requests of the following teachers for extension of their Leaves of Absence, effective as shown, be granted:

Nancy Joudrie, 1986 05 05 to 1986 08 31
Victoria Kovacevic, 1986 05 05 to 1987 08 31
Janet Verhaeghe, 1986 05 26 to 1986 08 31
Diane Witty, 1986 09 01 to 1987 08 31

(i) That the resignation of the following Principal who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan:

Frank E. Farley

(j) That the resignation of the following teachers, effective as shown, be accepted with regret:

Shelley Greenspoon, 1986 08 31
Catherine Petranik, 1986 04 01

(k) That the resignation of the following teacher, who is retiring on superannuation, effective 1986 08 31, be accepted with regret, and that she be considered for gratuity in accordance with the Board's plan:

Dawn Vail

(l) That the resignations of the following teachers, who are retiring on superannuation, effective 1986 06 30, be accepted with regret, and that they be considered for gratuity in accordance with the Board's plan:

Agnes (Nessie) H. Christie	J. Isabelle Pugh
Cynthia D. Eastwood	Helen G. Todd
Elizabeth Eldridge	Helen A. Watson

(m) That time of Carol Balint be increased, from half time to full time, effective 1986 04 08.

(n) That the extension of a Parental Leave of Absence requested by Judy Lampman, be granted effective, 1986 09 01 to 1986 12 31.

(o) That the request of Linda Scott for a (.7) leave of absence for study purposes for the 1986-87 school year be approved.

(p) That the following school trips be approved:

(i) Bennetto, Grades 7-8, Quebec City, May 14-17 (Wednesday-Saturday)

(ii) Bennetto, Grade 7, Midland, 1986 06 06 (Friday)

(iii) Lawfield, Grade 6, Camp Wanakita, Outdoor Education, September 22-25, 1986 (Monday-Thursday)

(iv) Lawfield, Grade 7, Midland, May 21, 1986 (Wednesday)

(v) Lynwood Hall, Special Education, Kelso Conservation Park, Outdoor Education, June 24-25, 1986 (Tuesday-Wednesday)

(vi) Prince of Wales, Grade 8, Midhurst, June 05-06. (Thursday & Friday)

(vii) Huntington Park, Grade 5, Kingston, June 12-13. (Thursday & Friday)

(viii) Glen Brae, Grade 7, YMCA Camp Wanakita, Outdoor Education, 1986 10 07-10 (Tuesday-Friday)

(ix) Ryerson, Grade 8, Quebec City, 1986 05 03-06 (Saturday-Tuesday)

(x) Vern Ames, Grades 1-5, Valens Conservation Area, Outdoor Education, 1986 06 11 (Wednesday), [Rain Date: 1986 06 18, (Wednesday)]

(q) That the resignation of the following Principal who is retiring on superannuation, effective 1986 12 31, be accepted with regret and that he be considered for gratuity in accordance with the Board's plan:

Ross E. Rabjohn

(r) That the following Vice-Principals be appointed to the position of Acting Principal of an Elementary School, effective 1986 09 01, with salaries according to schedule:

Brian Castle

Jacquie Diverty

James McCaughey

Kathryn Pawlasek

Catharine Powell

Gary Goodale

Frank Kovacs

Daniel Scarrow

Richard Simpson

James Stewart

Ronald Watson

(s) That the following staff members be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1986 09 01, with salaries according to schedule:

Eileen Collins

Norah Franklin

Donald Hostein

Christine Hutton

John Leek

James Lindsay

Anne Puusepp

Donna Quigley

Marjorie Randall

David Staples

Charles Taylor

(t) That the following teacher be appointed to the Probationary Staff, effective 1985 09 01 with salary according to schedule:

Bruce I. MacPherson

(u) That the request of Lois Evans for a Personal Leave of Absence from 1987 01 05 to 1987 02 25 inclusive, be approved.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That two teachers attend the "Ontario Association of Geographers and Environmental Educators Conference" to be held at London, Ontario, Saturday, 1986 05 10 and that \$50.00 each be paid towards registration and expenses.

(b) That two teachers attend the "1986 O.P.S.T.F. Leadership Course" to be held at London, Ontario, Saturday, 1986 08 16 to Friday, 1986 08 22 and that \$375.00 each be paid towards registration.

(c) That one teacher attend the "Learning 2000: A Symposium On the Future Conference" to be held at Toronto, Wednesday, 1986 05 30 and that \$80.00 be paid towards registration and expenses.

(d) That the action of the Superintendent of Curriculum & Special Services in permitting four teachers to attend the "Social Studies Programme — Fitzhenry & Whiteside" held at Toronto, Thursday, 1986 04 24 at no cost to the Board, be approved.

(e) That one teacher attend the "Ontario Association for Mathematics Education Conference" to be held at London, Ontario, Friday, 1986 05 09 to Sunday, 1986 05 11 at no cost to the Board.

(f) That one principal attend the "Ontario Association of Education Administrative Officials Evaluating Principals Workshops" to be held at Toronto, Thursday, 1986 05 22 to Friday, 1986 05 23 and that \$230.00 be paid towards registration and expenses. (Staff Development)

(g) That the Environmental Studies Consultant attend the "Summerfest 32nd Annual Creative Problem-solving Institute Conference" to be held at Buffalo, New York, U.S.A., Sunday, 1986 06 22 to Friday, 1986 06 27 and that registration and expenses be paid according to policy.

(h) That one teacher attend the "Influence, Image and Impact Conference" to be held at Toronto, Monday, 1986 05 26 and that \$185.00 be paid towards registration (Staff Development).

(i) That one teacher attend the "Computers in Education Conference" to be held at Toronto, Friday, 1986 06 13 and that \$110.00 be paid towards registration and expenses.

(j) That one teacher attend the "Conference on Meeting the Needs of Infants and Toddlers to be held at Hamilton, Thursday,

1986 05 22 to Friday, 1986 05 23 and that \$5.00 be paid towards registration.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That three teachers attend the Special Education '86 Conference to be held in Toronto on Friday, 1986 05 09 and that \$80 each be paid towards the cost of registration and expenses.

(b) That two teachers attend the Special Education '86 Conference to be held in Toronto on Thursday, 1986 05 08 and Friday, 1986 05 09 and that \$160 each be paid towards the cost of registration and expenses.

(c) That one elementary principal attend the Opportunity Speaks Workshop on Meeting the Needs of the Gifted Teacher to be held in Toronto on Friday, 1986 05 16 and Saturday, 1986 05 17 and that \$175 be paid towards the cost of registration and expenses.

(d) That one teacher in the program for the trainable retarded attend the course "Elementary Blissymbolics" sponsored by the Blissymbolics Communication Institute, being held in Hamilton for 10 consecutive Wednesdays, 1986 04 02 to 1986 06 04, and that, upon successful completion of the course, the registration fee of \$155 be paid.

4. That an ad hoc committee be established to prepare a draft response to the Early Primary Education Project and that this draft response be submitted to the Education Management Committee. The membership of the ad hoc committee to be named by the Chairman of the Board.

5. That the following report of the Trainable Retarded Children's Advisory Committee be approved:

(a) That Dr. C. R. Kemp be paid an honorarium of \$1,000 for his services to the Identification, Placement and Review Committee for the schools for the Trainable Retarded, comprised of \$500 for the year 1984-1985 and \$500 for the year 1985-1986 and that he be re-appointed as the consulting physician for 1986-1987.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 04 29.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

SIXTH REPORT

Present: Mr. Robert McMurrich (Acting Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Macaluso, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Kennedy, Maguire, Lowe, Ruddle and Webb.

Officials Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the Board limit to five per cent, any increases of donations to organizations requesting financial assistance throughout this Budget year, and that this guideline be subject to review.

2. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Frederick McKnight, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Monica A. Zylowski, Clerical Staff, be accepted, effective 1986 05 09.

(c) That the Maternal Leave of Absence granted to Jennifer Long, Special Needs Counsellor, Adjustment Services, at the April meeting, be changed to read 1986 05 05 until 1986 08 29.

(d) That Diane Sayers be appointed to the position of Special Needs Counsellor, Adjustment Services, effective 1986 05 05 until 1986 06 30, at a salary of \$21,000 per annum, (Social Workers, BSW Salary Schedule).

(e) That Fotoula Papoutsis, Administrative Staff, be returned from Leave of Absence, effective 1986 04 28.

(f) That Mary Lou Cote, Clerical Staff, be returned from Leave of Absence, effective 1986 05 05.

(g) That three Business Officials be requested to attend the Annual Conference of the Ontario Association of School Business Officials, to be held at London, 1986 05 14-16, and that expenses be paid according to policy.

(h) That the Librarian, Dr. Harry Paikin Library, be requested to attend the Special Libraries Association's 77th Annual Conference entitled "Excellence in the World of Information", to be held at Boston, Massachusetts, 1986 06 08-12, and that registration and expenses be paid according to policy.

(i) That the action of the Secretary-Treasurer and Business Administrator in permitting the Manager, Computer Services to attend the I.B.M. Educational Seminar regarding the 4381 Mainframe Series, to be held at Endicott, New York, 1986 04 21-22, with registration and expenses paid according to policy, be approved.

(j) That the Audio Visual Technician, Media Services be requested to attend the A.M.T.E.C. (Association for Media and Technology in Education in Canada) 16th National Conference on Instructional Technology, to be held at Toronto, 1986 06 14, and that \$75 be paid towards registration and expenses.

(k) That the Technical Assistant, Media Services, be requested to attend the Staff Development workshops on Conflict Management, to be held at Hamilton, Thursday, 1986 05 22 to Saturday, 1986 05 24, and that \$75 be paid towards registration.

(l) That up to two members of the Clerical Staff be requested to attend the Hamilton and District Chamber of Commerce seminar entitled "Your Business and the Telephone", to be held at Hamilton, 1986 05 09, and that \$15 each be paid towards registration and expenses.

(m) That the Sports Convenor be requested to attend the 3rd Interschool Athletic Administrators' Seminar, to be held at Ottawa, 1986 05 02, and that registration and expenses be paid according to policy.

(n) That the Safety Supervisor be requested to attend the College, University and School Safety Council of Ontario (C.U.S.S.C.O.) 14th Annual Conference, to be held at London, 1986 05 12-14, and that registration and expenses be paid according to policy.

(o) That one Business Official be requested to attend the Canadian Bar Association — Ontario presentation entitled "Education Law in Ontario", to be held at Toronto, 1986 05 30, and that \$115 be paid towards registration.

(p) That one member of the Clerical Staff be requested to attend the First Annual Professional Development Day for Secretarial and Clerical Staff, sponsored by The Wentworth County Board of Education, to be held at Ancaster, 1986 05 16, at no cost to the Board.

(q) That one Business Official be requested to attend Year IV, Certificate Program in Personnel Administration for School Board Administrators, to be held at the University of Guelph, 1986 07 14-18, and that registration and expenses be paid according to policy.

3. That the officials investigate the possibility of installing a parking ramp on the Education Centre Parking Lot, and that a report be brought back to committee.

4. That clauses 1(a), (b), (c), 3(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), 4(a), (b), (c) and (d) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the Maternal Leave of Absence for Anne Marie Pegg, Secondary School Clerical Staff, be changed to commence 1986 05 01.

(b) That Joanne Poag, Secondary School Clerical Staff, be returned from Leave of Absence, effective 1986 05 05.

2. That the Hamilton Board of Education provide funding of an additional \$125 each which would permit one student from each secondary school to attend the Terry Fox Canadian Youth Centre for 1986.

3. That the following monthly school fee schedule for secondary schools for the school year 1986-87 be approved as presented to the members.

Monthly Fees for Pupils whose Parents / Guardians are Residents of Ontario:

Grade Classes	\$122
Vocational Classes	162

Monthly Fees for Pupils whose Parents / Guardians are not Residents of Ontario:

Grade Classes	\$501
Vocational Classes	666

4.(a) That a cheque be issued in the amount of \$700 to the Hamilton and District Home Builders' Association for awards to students of the Board of Education for the City of Hamilton; and

(b) That a cheque be issued in the amount of \$700 to the Board of Education for the City of Hamilton for awards to students in subject areas related to construction in accordance with Board approval.

5. That the cost deviation report with respect to the secondary panel be approved in the amount of \$13,600.

6. That clauses 1(f), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (r), 3(a), (b), (c), and (d) of the report of the Education Management Committee be approved, and in connection with clause 1(f), that the Board's retirement gratuity be paid to Jean Humphrey, Miriam Lebow, Isabelle Salisbury and Myra Woods.

PART II

1. That the Board of Education accept the offer from the City to purchase Wentworth Street School site for the price of \$167,500.

2. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Fred Robinson, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Patricia M. Belding, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of Shirley M. Smith, Teacher Aide, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(d) That the resignation of Sheila Wilson, Administrative Staff, be accepted, effective 1986 08 29

3. That the Hamilton Board of Education hire Group Eight Engineering Ltd. to work along with the Deputy Administrator - Buildings on the George L. Armstrong School addition.

4. That the proposed layout of the King George School creative playground be approved as presented to the members.

5. That the Hamilton Board of Education sell two of its surplus portables to the Catholic Youth Organization for \$100 each, and the remaining three of its surplus portables to Walter Tesluk for a total of \$800.

6. That the following monthly school fee schedule for elementary schools for the school year 1986-87 be approved as presented to the members:

Monthly Fees for Pupils whose Parents / Guardians are Residents of Ontario:

Grade Classes	\$ 98
Junior Kindergarten	98
Kindergarten	98
Special Classes	
Auditorily Impaired	\$245
Autistic	392
Learning Disabilities	368
Limited Vision	245
Opportunity	184
Orthopaedic	245
Trainable Retarded	232

Monthly Fees for Pupils whose Parents / Guardians are not Residents of Ontario:

Grade Classes	\$395
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7. That clauses 1(i), (k), (l), (q), 2(a), (b), (c), (f), (g), (h), (i), (j), 3(a), (b), (c), (d) and 5(a) of the report of the Education Management Committee be approved, and in connection with clauses 1(i), (k), (l) and (q), the Board's retirement gratuity be paid to Frank E. Farley, Dawn Vail, Agnes (Nessie) H. Christie, Cynthia D. Eastwood, Elizabeth Eldridge, J. Isabelle Pugh, Helen G. Todd, Helen A. Watson and Ross E. Rabjohn.

Respectfully submitted,

ROBERT McMURRICH,
Acting Chairman.

Board Room,
1986 05 01.

ADDENDUM

The following motion was considered at the 1986 05 01 meeting of the Business Management Committee, and was LOST:

PART I

1. That the serving of alcoholic beverages be permitted at certain functions in schools during non-school hours, and that the conditions governing be outlined in regulations approved by the Board.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddell, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That James T. Lawson be appointed to the position of Acting Technical Head, in a Secondary School, effective 1986 09 01, with salary according to schedule.

(b) That William H. Forgrave be appointed to the position of Acting Assistant Head of Business, effective 1986 09 01, with salary according to schedule.

(c) That the request of William Woodland to take part in an alternative experience (staff development) as an acting vice-principal in an elementary school, effective 1986 09 01 to 1987 06 30 be approved.

(d) That the request of David Gallagher to take part in an alternative experience (staff development) as a teacher of French to immersion classes in an elementary school, effective 1986 09 01 to 1987 06 30, be approved.

(e) That the request of the Ministry of Education for an extension of the secondment of Rosaire C. Lavoie, effective 1986 09 01 to 1987 06 30, be approved.

(f) That the Hamilton Board of Education request the Niagara South Board of Education to extend the secondment of Isaam Massouh to act as principal of Ecole Secondaire Georges P. Vanier, for the period 1986 09 01 to 1987 08 31.

(g) That the request of the Ministry of Education for the secondment of Harry Traini, Supervisor of Mathematics, for the period of 1986 09 01 to 1987 08 31, be approved.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the resignation of Janet Dickenson, effective 1986 05 23, be accepted with regret.

(b) That Carol Balint's teaching assignment be changed from half-time to full-time, effective 1986 05 05 and not effective 1986 04 08.

(c) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Kimberley Andrus	Ann Lord
Kathleen P. Brown	D. Scott McNie
Carol Ann Ellis	Linda T. Morrissey
Brenda Finance	Jacqueline Norris
Manon D. Gaulin	Martin Strobl

(d) That the timetable of Gloria Woodruff, EASL/D teacher at Linden Park Elementary School, be increased from half-time to full-time, effective 1986 05 12.

(e) That Alex Kunc be appointed to the position of Acting Principal of an Elementary School, effective 1986 09 01, with salary according to schedule.

(f) That the request of Carola Lane to take part in an alternative experience (staff development) as an Acting Vice-Principal in a secondary school, effective 1986 09 01 to 1987 06 30 be approved.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 05 08.

MINUTES OF THE SPECIAL MEETING OF THE
BOARD OF EDUCATION (IN-CAMERA)

Board Room,
Education Centre,
1986 05 08.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Clarke, Cunningham, Deans, Detwiler, Flaherty, Frosina, Hicks, Kennedy, Lowe, Macaluso, Maguire, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services).

The special session was called to consider the report of the Personnel Committee regarding the Director's Aims and Objectives for 1986.

Moved by Mrs. Baskin, seconded by Mrs. Vine: That the report of the Personnel Committee be and the same is hereby adopted.

After discussion on the Director's Aims and Objectives, the report was adopted.

For the information of the members, a report on the ongoing negotiations with the Separate School Board on staffing and Bill 30 was presented.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE PERSONNEL COMMITTEE

Present: Mrs. R. Van Horne (Chairman), Trustees Bell, Clarke, Di Ianni and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mrs. S. M. Rogers (Administrative Secretary).

The Committee recommends:

1. That the Director's Aims and Objectives for 1986 be accepted and presented to the Board for approval.

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1986 04 14.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 05 12

Present: Ruth Van Horne (Chairman), Trustees Baskin, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Kennedy, Lowe, Macaluso, Maguire, Mulholland, Rogers, Ruddle and Vine.

Also Present: Miss Joan Edworthy (Supervisor, Secretarial Services).

The special in-camera session was called to order to consider the report of the Personnel Committee.

Moved by Mr. Mulholland, seconded by Mr. Ruddle: That Joan Edworthy be appointed to take the minutes at this in-camera session. Carried.

Moved by Mrs. Baskin, seconded by Mr. Maguire: That this special meeting of the Board resolve into a meeting of the Committee-of-the-Whole. Carried.

Moved by Mr. Kennedy: That Trustee Angelo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

Moved by Mr. Frosina: That the Committee-of-the-Whole now be dissolved and return to a special meeting of the Board. Carried.

Mr. Di Ianni reported the Committee-of-the-Whole discussed a number of items and no resolution took place.

Moved by Mrs. Vine, seconded by Mr. Maguire: That a caucus of the Board meet to reach consensus on the report of the Personnel Committee before the matter is brought to a Board meeting. Defeated.

Moved by Mr. Ruddle, seconded by Mrs. Baskin: That the recommendations contained in the Report of the Personnel Committee (1986 04 29) be referred to the Personnel Committee for elaboration as the Committee deems possible and advisable, and that a second report be presented to the Board (in-camera) as soon as possible. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 05 27

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Also Present: Miss Joan Edworthy (Supervisor, Secretarial Services).

The special in-camera session was called to order to consider the report of the special "in-camera" meeting of the Education Management Committee and the report of the Personnel Committee.

Moved by Mrs. Clarke, seconded by Mrs. Baskin: That Part One of the report of the special meeting of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That Part Two of the report of the special meeting of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That Joan Edworthy be appointed Secretary for this in-camera session. Carried.

Moved by Mrs. Bell, seconded by Mr. Kennedy: That this special meeting of the Board resolve into a meeting of the Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Angelo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

Mr. Di Ianni assumed the Chair.

The report of the Personnel Committee was then considered. The items contained in the report were dealt with individually.

Moved by Mrs. Van Horne: That the minutes of the Personnel Committee this year and hereafter be circulated to all trustees, marked CONFIDENTIAL.

Moved in amendment by Mrs. Baskin: That a précis of the minutes with all supporting documents be circulated to all trustees.

After discussion on the above, Mrs. Baskin withdrew her amendment.

Moved in amendment by Mr. Webb: That the motion be amended by replacing the word "circulated" to "made available", and that the phrase "at the Education Centre" be added to the recommendation. Defeated.

The original motion was then adopted.

Moved by Mr. Mulholland: That the motion tabled at the Committee-of-the-Whole of 1986 05 12 be lifted from the table.

Mr. Di Ianni ruled Mr. Mulholland's motion out of order, since a tabled motion from any meeting of the Committee-of-the-Whole cannot be brought forward at a subsequent meeting of the Committee-of-the-Whole.

Moved by Mr. Mulholland: That the Personnel Committee take the appropriate steps to fill the vacancy of Secretary-Treasurer / Business Administrator that has occurred because of the retirement of Mr. R. S. Cartmell.

Moved in amendment by Mrs. Van Horne: That the filling of the two positions be considered separately.

The Chairman ruled Mrs. Van Horne's motion out of order, and called the question on Mr. Mulholland's motion. The motion was defeated.

Moved by Mrs. Van Horne: That the position of Secretary be moved into the office of Director of Education. Carried.

Moved by Mr. Hicks: That the Hamilton Board of Education appoint a management consultant firm to conduct an independent review of the organization and operation of the administration of the Education Centre. Carried.

Moved by Mrs. Van Horne: That we appoint an Acting Business Administrator / Treasurer for a one year period. Carried.

Moved by Mrs. Van Horne: That an Acting Area Superintendent be hired for a one year period. Carried.

Moved by Mrs. Baskin: That this meeting of the Committee-of-the-Whole now be dissolved and returned to the special meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Mrs. Vine, seconded by Mrs. Baskin: That the meeting be extended past 11:00 p.m. Carried.

Moved by Mr. Di Ianni, seconded by Mrs. Baskin: That the report of the Committee-of-the-Whole be and the same is hereby adopted.

It was requested by Mr. Mulholland that individual, recorded votes take place on each clause contained in the report of the Committee-of-the-Whole.

Clause (a) regarding the distribution of Personnel minutes: In favour: Trustees Di Ianni, Baskin, Vine, Webb, Ruddle, Cunningham, Deans, Hicks, Maguire, Clarke and Van Horne; those opposed: Trustees McMurrich, Mulholland, Lowe, Detwiler and Kennedy.

Clause (b) regarding the position of Secretary in the office of the Director: In favour: Trustees Di Ianni, Baskin, Vine, Webb, Ruddle, Detwiler, Kennedy, Hicks, Maguire, Clarke and Van Horne; those opposed: Trustees McMurrich, Mulholland, Cunningham, Deans and Lowe.

Clause (c) regarding the appointment of a Management Consultant Firm: In favour: Trustees Di Ianni, Baskin, McMurrich, Vine, Webb, Cunningham, Detwiler, Kennedy, Hicks, Maguire, Clarke and Van Horne; opposed - Trustees Ruddle, Mulholland, Deans and Lowe.

Clause (d) regarding Acting Business Administrator / Treasurer: In favour: Trustees Di Ianni, Baskin, McMurrich, Vine, Webb, Ruddle, Deans, Detwiler, Kennedy, Hicks, Maguire, Clarke and Van Horne; opposed - Trustees Mulholland, Cunningham and Lowe.

Clause (e) regarding Acting Area Superintendent: In favour: Trustees Di Ianni, Baskin, Vine, Webb, Ruddle, Deans, Detwiler, Kennedy, Hicks, Maguire, Clarke and Van Horne; those opposed - Trustees McMurrich, Mulholland, Cunningham and Lowe.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
SPECIAL IN-CAMERA MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations).

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the contracts of the following Probationary teachers be terminated, effective 1986 08 31, for reasons of declining student enrolment:

Mr. Mark Albrich
Mrs. Karen Baetz
Mr. Paul Beattie
Miss Wanda Bielak
Miss Mary Bliszczyk
Ms. Lyn Cole
Miss Johann Cooper
Mr. Dino Crapsi
Mr. Lee Emery
Mr. Ronald Findlay

Miss Erin Gibson
Mrs. Wendy Hutton
Mr. John Kirkland
Mrs. Hilda Mak
Mrs. Deborah McAlpine
Mrs. Elizabeth McDannold
Mrs. Beverley Mitchell
Mr. Richard Moll
Mrs. Patricia Ormerod
Mrs. BettyJean Robinson

(b) That the contracts of the following Permanent teachers be terminated, effective 1986 08 31, for reasons of declining student enrolment:

Mr. James W. Braun
Miss Kathryn E. Brice
Mrs. Barbara J. Dabbs
Ms. Jane E. Dawson
Ms. Gayle M. Detenbeck
Mrs. Patricia A. DiFrancesco
Mr. James A. Douglas

Mr. David P. Elliott
Ms. Leeanne Greenwood
Ms. Judith M. Hopkins
Mr. Frank W. Huskins
Mrs. Karen J. Kasik
Miss Margaret E. Kiss
Mr. Theodore J. Kocznur

Ms. Karen J. Kott
Mr. Melvin L. LaForme
Mrs. Kathryn E. McCarroll
Mr. George G. Omorean
Mr. Donald A. Pente
Mr. Gordon M. Phillips
Mr. Steven E. Popek
Mrs. Maryellen T. Rankin

Mrs. Katherine M. Scarth
Mrs. Olga P. Strychowsky
Mrs. Barbara K. Swan
Mr. Michael E. Szkwara
Mrs. Elizabeth M. Unruh
Ms. Mary P. Welsh
Ms. Claire V. Wright

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the contracts of the following Probationary teachers be terminated, 1986 08 31, for reasons of declining student enrolment:

Mrs. Susan Atkins
Miss Anna Bozzo (.5)
Miss E. Elizabeth Carey (.5)
Mrs. Helen Demczuk (.5)
Miss Olive Francis (.5)
Mr. Michael Helt
Mr. Scott Hopkins

Mr. Bruce MacPherson
Miss Carmel Murphy
Ms. Linda Paradis
Mrs. Diane Parente (.5)
Miss Sarah Schwenger (.5)
Miss Eleanor Thomas (.5)
Miss Sherri Thomson (.5)

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 05 27.

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 06 05.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Webb, Mulholland, Cunningham, Rogers, Deans, Lowe, Detwiler, Hicks, Maguire, Bell and Van Horne.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), Sinclair (Manager, Personnel and Employee Relations).

PART II

The special session was called to order to consider the report of the Salary Committee with respect to the tentative agreement reached with the Hamilton Teachers' Federation.

Moved by Miss Detwiler, seconded by Miss Cunningham: That Part Two of the report of the Salary Committee be and the same is hereby adopted.

Miss Detwiler was pleased to report to the Board of the agreement reached with the elementary teachers. This early agreement was reached with a great spirit of co-operation and friendliness.

Canon Rogers refrained from voting on this item due to possible conflict of interest.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe and Van Horne.

Officials Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), and Miss D. Russon (Personnel Analyst).

The Committee recommends:

PART II

1. That the Board ratify the terms of the 1986-87 Collective Agreement reached between the Board and the Elementary Branch Affiliates.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room
1986 05 22

**MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND THE BRANCH AFFILIATES
REPRESENTING STATUTORY MEMBERS OF
THE FEDERATION OF WOMEN TEACHERS'
ASSOCIATION OF ONTARIO
AND THE ONTARIO PUBLIC SCHOOL TEACHERS'
FEDERATION
IN THE EMPLOY OF THE BOARD**

- (1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- (2) The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
- (3) The term of the Collective Agreement shall be from September 1, 1986 to August 31, 1987.
- (4) The parties agree to amend the terms of the 1985-1986 Collective Agreement in accordance with Schedule "A" attached hereto.

**DATED AT HAMILTON, ONTARIO
THIS 22nd DAY OF MAY, 1986**

**ON BEHALF OF THE
BRANCH AFFILIATE**

**ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

ARTICLE 8—SALARY GRID

8.01 Effective September 1, 1986 until August 31, 1987:

Yrs. of Expe- rience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
0	\$15,856	\$17,198	\$18,149	\$22,640	\$23,877	\$25,728	\$27,169
1	16,860	18,313	19,361	23,877	25,215	27,272	28,814
2	17,826	19,356	20,506	25,109	26,552	28,814	30,462
3	18,760	20,375	21,625	26,343	27,888	30,358	32,107
4	19,724	21,438	22,772	27,576	29,226	31,902	33,756
5	20,668	22,784	24,337	28,814	30,563	33,448	35,401
6	23,824	24,337	25,470	30,051	31,902	34,992	37,048
7		25,962	27,101	31,285	33,241	36,534	38,692
8		28,700	29,170	32,522	34,577	38,077	40,338
9			30,177	33,756	35,915	39,620	41,989
10			33,857	34,992	37,255	41,165	43,635
11				37,871	40,136	45,284	48,371

ARTICLE 10—POSITIONS OF RESPONSIBILITY

10.01 (i) Effective September 1, 1986 to August 31, 1987:

Vice-Principals of Elementary Schools shall be paid in accordance with the following schedule:

Years of Experience As a Vice-Principal	Salary
0	\$49,626
1	50,147
2	50,647

A teacher appointed as a Vice-Principal shall receive the minimum salary for the category. If, however, the teacher's salary before appointment equals or exceeds the minimum salary for the category of Vice-Principal, then the salary shall be increased on the date the appointment becomes effective by \$750 per annum, not to exceed the maximum.

(ii) Effective September 1, 1986, 3 additional Vice-Principals will be assigned to the elementary panel.

10.02 (i) Effective September 1, 1986 until August 31, 1987:

Principals of Elementary and Trainable Retarded Schools shall be paid in accordance with the following salary schedule:

**Years of Experience
as a Principal
in Category**

Category A

Category B

0	\$51,720	\$56,420
1	52,720	57,170
2	53,720	57,920
3	54,720	
4	55,320	
5	55,920	

Note: Category A: up to and including 11 teachers.
Category B: 12 teachers or more.

- 10.07 (i) Effective September 1, 1986 until August 31, 1987: Supervisors and Programme Leader — Staff Development shall be paid in accordance with the following salary schedule:

Years of Experience

0	\$56,038
1	57,423
2	60,137

Supervisors and Programme Leader—Staff Development shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member.

- (ii) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$4,818 effective September 1, 1986. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternative scheduling shall be possible by mutual agreement between the Superintendent and the member.
- (iii) If a teacher is on the active payroll for less than a full vacation year, the vacation allowance under Article 10.07 (i) and (ii) shall be pro-rated in accordance with the amount of the time that teacher was on the active payroll during the vacation year.
- The vacation year shall mean September 1st to August 31st following.
- (iv) Consultants shall be paid grid salary plus a responsibility allowance of \$3,272 effective September 1, 1986.

(v) Program Leader, Alternative Education shall be paid grid salary plus a responsibility allowance of \$3,272 effective September 1, 1986.

(vi) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,272 effective September 1, 1986.

10.08 An allowance beyond the regular grid salary shall be paid to teachers as follows:

Assistant to the Principal	\$1,012
Outdoor Education	1,012

ARTICLE 11—SPECIAL ALLOWANCES

11.01 (i) Effective September 1, 1977, an allowance beyond the regular salary grid shall be paid to a teacher in a special area as follows, providing that such teacher received the allowance in the 1976-77 school year and continues to teach in a special area after August 31, 1977. Effective September 1, 1977, an allowance shall be paid beyond the regular grid salary to a teacher who is presently in the employ of the Board and who commences to teach, between September 1, 1977 and February 1, 1978, in a special area.

Speech Correction	\$742
Learning Disabilities	742
Auditorily Impaired	742
Orthopaedic	742
Limited Vision	742
Opportunity	742
Hospital	742
Itinerant (Homebound)	742
English as a Second Language	
/ Dialect	742
Trainable Retarded	742
Community Facilities Classes	742
Gifted Classes	742

(ii) For a teacher who enters the employ of the Board after August 31, 1977 and commences to teach in a special area as specified in sub-section (i), or for a teacher who is on staff on or before June 30, 1977 and who is assigned after February 1, 1978 to teach in a special area, the following certificate allowance shall be paid beyond the regular grid salary:

\$514—elementary certificate in special education
514—intermediate certificate in special education
742—specialist certificate in special education
provided that:

- (a) the allowance shall only be paid for the highest certificate held by the teacher, and
- (b) the certificate has not been used for level placement.

11.02 An allowance beyond the regular grid salary shall be paid to a teacher in a special area as follows:

Reading Assistants / Learning Resource
Teachers (LRTS / GLRTS) \$742

Teachers teaching in more than one school (other than Assistants to the Principal, teachers of French, and itinerant teachers of physical education and of music, and Reading Assistants) \$172

11.03 A teacher of either Industrial Arts or Family Studies whose level placement is Level 1, 2 or 3 shall be paid an allowance beyond the regular grid salary as follows:

- (i) \$342 per annum while teaching that subject,
- (ii) an additional \$228 per annum if holding the Intermediate Certificate in Industrial Arts or an additional \$570 per annum if holding the Specialist Certificate in Industrial Arts.

ARTICLE 12—ALLOWANCES FOR DEGREES AND DIPLOMAS

12.01 If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$653 per annum for the first such post graduate degree, and
- (ii) an additional \$543 per annum for a second such post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Supervisors and Programme Leader — Staff Development.

- 12.02 An allowance of \$326 per annum beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or R.I.A., on the recommendation of the Director and Superintendent providing that the diploma is not used for level placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to Principals and Vice-Principals of Elementary Schools, Principals of Trainable Retarded Schools, Supervisors and Programme Leader — Staff Development.

ARTICLE 13 EMPLOYEE BENEFITS

- 13.09 (New) Subject to the agreement of the insurance carrier, a member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining dental coverage at the member's own cost under the plan in Article 13.08 under the following conditions:
- (i) the member must elect to retain coverage within 31 days of retirement date, otherwise coverage shall be cancelled.
 - (ii) if the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
 - (iii) coverage shall remain in effect until age 65 if a member so elects.
 - (iv) the member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.

ARTICLE 20—WORKING CONDITIONS

- 20.02 (ii) Effective September 1, 1986 the city-wide average class size, by division shall not exceed:
- | | |
|-----------------|-------|
| 1. Primary | —25.5 |
| 2. Junior | —27.5 |
| 3. Intermediate | —27.9 |
- 20.04 (i) Effective September 1, 1986, the Board shall provide each full-time teacher exclusive of junior kindergarten and itinerant teachers with a minimum of 120 minutes per week of release time for the purpose of preparation and planning. This time shall be exclusive of the noon recess, and free from the school instructional timetable,

supervision and administrative duties. Release time shall be provided in periods of at least twenty consecutive minutes.

20.05 Exceptional Pupils in Regular Classes

- (i) When planning the integration of exceptional pupils into regular classrooms, consideration shall include the following factors:

- type of programme
- nature and extent of the integration
- class size
- the workload of the teacher
- the number of exceptional pupils already placed in the class
- appropriate consultation among the teachers and principal involved

- (ii) The Board shall endeavour, with due consideration to the factors in 20.05 (i), to limit to no more than three (3) the number of exceptional pupils integrated at any one time into a regular or rotary classroom.

An exceptional pupil shall be defined by Section 1 (21) of the Education Act, 1983.

- (iii) The Board will provide appropriate in-service assistance for teachers having exceptional pupils integrated into regular or rotary classrooms. The Board will make every reasonable effort to provide such assistance before integration takes place.

**ARTICLE 23—TRANSFERS AND POSITIONS
OF RESPONSIBILITY**

- 23.02 There shall be no restriction on the Board's right to effect an inter-panel transfer agreeable to the teacher, if all elementary teachers in the employ as of June 30th of the school year, who have indicated their intent to return, have been assigned or offered employment for the ensuing school year.

APPENDIX "A"—Bereavement Leave—Amend to Read:
"consecutive calendar days"

**LETTER OF INTENT—
EARLY RETIREMENT ALLOWANCE PLAN**

During the lifetime of the Agreement, three representatives of the Board and three representatives of the Branch Affiliates shall meet to study the Branch Affiliates' request for an Early Retirement Allowance Plan.

LETTER OF INTENT

Three representatives from each party shall meet to study, during the lifetime of the Agreement, the Branch Affiliates' request to provide each full time Junior Kindergarten and Itinerant Teacher with a minimum of 120 minutes per week and each part-time teacher teaching half-time or more with a minimum of 60 minutes per week release time for the purpose of preparation and planning.

Letters of Intent re: Noon Hour Supervision and Medication to be renewed.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 06 12.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education), Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), and Penner (Deputy Business Administrator).

The minutes of the last regular and special meetings were adopted as presented to the members.

A communication from Trustee Bell thanking the Board for the flowers and best wishes during her illness was read to the members. This was received and ordered filed.

Committee reports were presented as follows:

Education Management Committee and Special Report
— Mrs. Clarke

Business Management Committee—Mrs. Bell

Salary Committee—Miss Detwiler

Moved by Mrs. Clarke, seconded by Mr. Hicks: That the General Part of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Flaherty: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

PART I

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That Part One of the report of the Education Management

Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Gallagher: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Baskin: That Part One of the report of the Salary Committee be and the same is hereby adopted.

Trustee Detwiler remarked on the settlement reached with the O.S.S.T.F., District 8, as being reached with co-operation and willingness from both parties.

Trustees Clarke, Frosina, Gallagher, Rogers, Ruddle and Di Ianni did not debate or vote on the matter due to possible conflict of interest.

The report was then adopted.

PART II

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Part Two of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mrs. Clarke: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under New Business, Trustee McMurrich asked the Board's consideration with respect to the renovations at Earl Kitchener School.

Moved by Mr. McMurrich, seconded by Mrs. Baskin: That the matter of \$15,000 for renovations at Earl Kitchener School be re-opened for discussion.

The motion was carried with a two-thirds majority.

Moved by Mr. McMurrich, seconded by Mrs. Baskin: That a \$15,000 expenditure be approved in making renovations at Earl Kitchener School, as previously removed from the 1986 Budget.

In light of the information reviewed and the concerns expressed on the deletion of \$15,000 from the 1986 budget, Mr. McMurrich urged the Board to re-consider the expenditure in order to improve the situation at Earl Kitchener School.

Trustee Baskin reiterated the concerns as expressed by Trustee McMurrich, and while Trustee Deans supported the motion, she cautioned the members on making cuts in the budget when there may be serious consequences.

Trustee Detwiler also supported the motion.

A concern from Trustee Bell was that of students being in a basement classroom. Mr. Kennedy, Area Superintendent, assured the members there will be no classrooms in the basement in September, 1986, and the trustees will be kept informed of any change in this regard.

The motion was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE
SEVENTH REPORT**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Ruddell, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, McMurrich and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education) Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That Dr. Colin Pryor be confirmed in the position of Supervisor of Psychological Services, effective 1986 09 01.

(b) That the action of the Director in permitting the Administrative Assistant to the Director to attend the "Employment Equity Networking Meeting" held in Windsor on Thursday, 1986 05 08 and Friday, 1986 05 09 and that \$150 be paid towards registration and expenses be approved.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Michael R. Silbert be returned to the position of Mathematics Supervisor, effective 1986 09 01, with salary according to schedule.

(b) That the request of Mrs. C. Jean Cutbill for extended sick leave, effective 1986 06 06, be approved.

(c) That the term contract for John H. Henry, Supervisor of Curriculum and Instruction, Science, be extended for an additional year, commencing 1986 09 01 to 1987 08 31.

(d) That the term contract for Mrs. Elizabeth M. Jazvac, Supervisor of Curriculum and Instruction, Family Studies, be extended for an additional year commencing 1986 09 01 to 1987 08 31.

(e) That the contract for David Rogers, Acting Consultant, Computer Education, be extended until 1987 02 17, with salary according to schedule.

(f) That Barbara Jepson be appointed Acting Consultant (English) .5 for a one year term commencing 1986 09 01 to 1987 08 31 with salary according to schedule.

(g) That Margaret Bowman be appointed Acting Consultant (English) 1.0 for a one year term commencing 1986 09 01 to 1987 08 31 with salary according to schedule.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the Supervisor and Consultant of Visual Arts attend the "Annual Provincial Conference of the Society of Education Through Art '86" to be held at Hamilton, Thursday evening, 1986 10 23 to Saturday, 1986 10 25 and that \$100 each be paid towards registration.

(b) That the Supervisor of Geography attend "Field Trip Canada" to be held at Labrador and Newfoundland, Wednesday, 1986 06 25 to Saturday, 1986 07 05 and that \$500 be paid towards registration.

(c) That one Consultant of Mathematics attend the "Ontario Association for Mathematics Education Leadership Conference" to be held at Mississauga from Wednesday, 1986 10 22 to Friday, 1986 10 24 and that \$190 be paid towards registration and expenses.

(d) That one computer studies consultant attend the "WATCOM Workshop: Classroom Data File Management Using WATFILE/Plus", to be held at Hagersville, Tuesday, 1986 06 17 and that \$130.00 be paid towards registration.

4. That the July meeting date of the Education Management Committee be scheduled for Wednesday, July 2nd, 1986.

5. That the following report of the Affirmative Action Committee be approved:

(a) That clauses 1, 3, 5, 6, 7, 11, 12 with the addition of the following in clause 6 "Report regularly to the Director and the Affirmative Action Committee of the Board on the progress, problems and needs in the areas of affirmative action" and the addition of clauses 13, be the priority items in the job description for the Affirmative Action Co-ordinator and that all other clauses follow as necessitated:

13. Liaise with appropriate groups.

JOB DESCRIPTION: Affirmative Action Co-ordinator

The Affirmative Action Co-ordinator shall report and be accountable to the Director of Education and shall:

1. Design and direct the implementation of the Affirmative Action Program in accordance with the parameters established by the appropriate committee.
2. Disseminate information regarding affirmative action and the Board's policy regarding same to all employees.
3. Generate and analyze statistical data relating to affirmative action and equal opportunity.
4. Study sex role stereotyping in the curriculum and recommend changes in keeping with the principles of affirmative action and equal opportunity.
5. Assist in the development of goals and timetables for the implementation of the affirmative action plan.
6. Report regularly to the Director and the Affirmative Action Committee on the progress, problems and needs in the area of affirmative action.
7. Work closely with the Personnel Officer and the Superintendents to ensure that hiring, training, transfer, promotion performance appraisals and other working conditions are consistent with the principles of affirmative action.
8. Develop an awareness among male and female employees about their potential for advancement and promotion within the Board.
9. Assist in the development of management and supervisory training courses.
10. Assist in career counselling.
11. Conduct an evaluation of the Board's implementation of the Affirmative Action Program and recommend any modification which may appear necessary as a result of such an evaluation.
12. Be prepared to work some evenings and weekends.
13. Liaise with appropriate groups.

QUALIFICATIONS

1. Knowledge of the principles and practices of affirmative action.
2. Demonstrate organizational skills and ability to prepare and write reports.
3. Experience in conducting in-service workshops.

4. Ability to communicate effectively with all staff and management.
5. Appropriate university degree or several years of related experience in a leadership role.
6. Knowledge of a large school system would be an asset.

(b) That the term of employment for the Affirmative Action Coordinator be a 12 month appointment.

6. That the 1985-1986 Annual Review and Amendment of Special Education Plans be approved.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Jonathan Brown, 1986 04 29 to 1986 06 27

Paul Brown, 1986 02 27 to 1986 05 02, and

1986 05 05 to further notice

Robert Forshaw, 1986 05 05 to further notice

Mario Giacomelli, 1986 03 26 to 1986 05 09

Barbara Jarrett, 1986 03 07 p.m. to 1986 06 30

Sonia Rizzato, 1986 02 19 to 1986 03 27

Rosie Szentirmal, 1986 04 01 to further notice

Brenda Wisborg, 1986 03 18 to 1986 05 09 (2/3)

(b) That Margaret Walton be returned from a Maternal Leave of Absence and assigned teaching duties, effective 1986 06 02.

(c) That the request of Jane Kasprovicz for a Personal Leave of Absence be granted effective 1986 09 01 to 1987 01 30.

(d) That the request of Janice R. Wilson for an extension of her Leave of Absence for Personal Reasons, effective 1986 09 01 to 1987 01 31, be granted.

(e) That the request of William D. Manson for a Leave of Absence, in order to serve as President on District 8 O.S.S.T.F., effective 1986 09 01 to 1987 08 31, be granted.

(f) That the request of Janis Leyzer for a Maternal Leave of Absence, effective 1986 07 07 to 1986 10 31, be granted in accordance with conditions governing Maternal Leaves.

(g) That Frank J. Kelly be returned to the position of Secondary School Principal commencing 1986 09 01.

(h) That the resignation of the following teachers who are retiring on superannuation, effective 1986 06 30, be accepted with regret and that they be considered for gratuity in accordance with the Board's plan:

Diane E. Somerville
William G. Grieve

(i) That effective 1986 09 01, Mr. Rob Kelley be appointed as Acting Consultant, Computer Studies for a period not exceeding 2 years in accordance with the Memorandum of Settlement dated 1986 03 21.

(j) That the request of Christopher R. Paige for a Leave of Absence for Study purposes, effective 1986 09 01 to 1987 08 31, be granted.

(k) That the request of Catherine J. Haggerty for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves and this Leave be followed by a Leave of Absence for parental reasons, effective 1986 08 01 to 1986 12 31.

(l) That Henri Bigras be appointed Acting Vice-Principal of Ecole Secondaire Georges-P-Vanier effective 1986 09 01, with salary according to schedule.

(m) That the term contract of Mathematics Consultant, George Fawcett, be extended for an additional year, effective 1986 09 01 and ending 1987 06 30.

(n) That David W. Hampton be reimbursed for his registration fee of \$255.00 for successful completion of the F.S.L. Part 1 Course.

(o) That the request of John R. Dunn, a secondary school mathematics teacher, to take part in an alternative experience (staff development) as a teacher of Mathematics in an elementary school, effective 1986 09 01 to 1987 06 30, be approved.

(p) That the following trips be approved:

(i) Delta, Grade 9-12, Darien Lake, New York, Outdoor Education 1986 06 23-24. (Monday and Tuesday)

(ii) Georges-P-Vanier, Grade 9-13, Penetang, 1986 04 19-20 (Saturday and Sunday)

(iii) Westdale, T.M.R., Outdoor Education, Valens Conservation Area, 1986 06 05-06 (Thursday and Friday)

(iv) Westdale, Grade 12-13, Boston, Massachusetts, 1986 12 10-14. (Wednesday-Sunday)

(v) Georges-P-Vanier, Grade 9-13, France, 1987 04 17-26. (Friday-Sunday)

(q) That the request of Vesna Pankerichan for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves and that this Leave be followed by a Leave of Absence for Personal Reasons, effective 1986 06 17 to 1987 01 31.

(r) That David M. Evans be reimbursed for his registration fee of \$255.00 for successful completion of the F.S.L. Part 1 Course.

(s) That the request of Gordon M. Henderson who is retiring on superannuation effective 1986 06 30, be accepted with regret.

(t) That Nancy K. Rundle be appointed to the position of Acting Head of Languages, effective 1986 09 01, with salary according to schedule.

(u) That Jon E. Sims be appointed to the position of Acting Head of Geography, effective 1986 09 01, with salary according to schedule

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That \$2,450.00 be allocated for as many teachers as possible to attend the "Annual Provincial Conference of the Society of Education Through Art '86 (O.S.E.A.)" to be held at Hamilton, Thursday evening, 1986 10 23 to Saturday, 1986 10 25.

(b) That one secondary (composite) teacher attend a one week course on Map Production and Interpretation of Aerial Maps, to be held at Ottawa, Monday, 1986 06 23 to Friday, 1986 06 27 and that the course fee and expenses be paid according to policy.

(c) That one secondary (composite) teacher attend the "Thomas Hardy Conference" to be held at Dorchester, England, Sunday, 1986 07 27 to Saturday, 1986 08 02 and that \$85.00 be paid towards registration.

(d) That one Alternative Education program leader attend the "Annual Spring Conference for the Ontario Alternative Education Association" to be held at Kingston, Ontario and that registration and expenses be paid according to policy.

(e) That Clause (b) May, 1986 E.M.C., be changed to read "That three secondary (composite) teachers attend the Third Annual Provincial Conference of Business Education Directors to be held at Peterborough, Thursday, 1986 05 08 to Saturday, 1986 05 10 and that registration and expenses be paid according to policy".

(f) That one secondary teacher attend the "Watcom Seminars — Advanced Pascal Conference" to be held at Waterloo, Monday, 1986 06 23 to Tuesday, 1986 06 24 and that \$220.00 be paid towards registration and expenses.

(g) That one secondary (composite) teacher attend the "Selecting and Applying Low Cost PC Based CADD" to be held at Cambridge, Ontario, Thursday, 1986 06 26 to Friday, 1986 06 27 and that registration and expenses be paid according to policy.

(h) That one secondary (composite) teacher attend the "Ministry of Education O.S. / I.S. Conference to be held at Ottawa, Ontario, Thursday, 1986 06 19 to Friday, 1986 06 20 and that registration and expenses be paid according to policy.

(i) That a grant application in the amount of \$5,500.00 to the Ministry of Skills Development Youth Employment Centre for the See and Be Reading Programme at Robert Land and Parkdale Schools at no cost to the Board, be approved.

(j) That the consultative services of Richard Gauthier in mathematics education for G. P. Vanier Secondary School as offered by the Ministry of Education, be accepted, subject to support by the French Language Advisory Committee, and that his out-of-pocket expenses be paid.

(k) That the consultative services of Jean-Luc Bernard in Francais for G. P. Vanier Secondary School as offered by the Ministry of Education, be accepted, subject to support by the French Language Advisory Committee and that his out-of-pocket expenses be paid.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the "Creative Problem Solving Weekend" to be held in Toronto from Friday, 1986 06 06 to Sunday, 1986 06 08 and that \$150 be paid towards registration and expenses.

4. That the following requests regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Douglas Hampson for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

(b) That approval be granted for the request of Sylvia Lennon for a Leave of Absence under the Salary Holdback Plan ("4 Over 5")

of the Secondary School Collective Agreement for the 1988-1989 school year, effective 1988 09 01 to 1989 01 31.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Shirley Aslanian-Schulz, 1986 05 14 to 1986 06 27

Lucy Cook, 1986 04 01 to 1986 05 02, and

1986 05 05 to 1986 05 16 (.5)

Joanne Eaton, 1986 04 30 to 1986 05 23, and

1986 05 26 to 1986 06 06 (.5)

Donna Fortman, 1986 04 17 to 1986 06 27

Christine Fortheringham, 1986 05 12 to 1986 06 27

Lynn Gillie, 1986 04 21 to 1986 05 30 (.5)

Yvonne Guest, 1986 04 22 to 1986 05 20

Barbara Johnston, 1986 04 28 to 1986 05 30, and

1986 06 02 to 1986 06 06 (.5)

Maria Marazia, 1986 06 02 to 1986 06 27

Joyce McIntosh, 1986 05 12 to 1986 06 27

David Neil, 1986 04 14 to 1986 06 27

(b) That the appointment of the following teachers to the Occasional Staff, approved at previous meetings, be changed, to become effective as shown:

Elizabeth Beaudoin, 1986 05 13 to 1986 06 27

Margaret F. Fleet, 1985 09 17 to 1986 06 27

Lynne MacDonald, 1986 03 20 to 1986 05 01, and

1986 05 05 to 1986 06 27 (.5)

Jody S. McGuffin, 1986 03 19 to 1986 05 09

Toni Major, 1986 01 06 to 1986 06 27

(c) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Elisa M. Beltrame

Monique M. Giroux

Yvonne P. Guest

Katharine Komaranski

June C. Lanceleve

Gisèle Portelance

Margaret M. Slater

Anne C. Trivers

(d) That the timetable of B. Kathleen Hann that was increased from .5 to 1.0 effective 1986 04 28, be changed to become effective 1986 05 01.

(e) That the appointment of Linda Hall from half time Consultant of English to full-time, for a one year term commencing 1986 09 01 to 1987 08 31, be approved.

(f) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Adrienne Archer, 1986 09 01
Jeanelle Horlacher, 1986 09 01
Marilyn Marshall, 1986 09 01
Grace Mathieson, 1986 07 29
Sheri Selway, 1986 06 02
Suzanne Sharrett, 1986 07 14
Christine A. Tartaglia, 1986 09 01

(g) That the request of the following teachers for extension of their Leaves of Absence, effective as shown, be granted:

Jessie Bullis, 1986 09 01 to 1987 08 31
Mary Law, 1986 09 01 to 1987 08 31
Catherine Reid, 1986 07 07 to 1987 08 31
Brenda Southward, 1986 09 01 to 1986 12 31

(h) That the requests of the following teachers for Personal leaves of Absences, effective as shown, be granted:

Patricia L. Force, 1986 09 01 to 1987 08 31
Esther Hurden, 1986 09 01 to 1987 08 31
Elizabeth McQueen, 1986 09 01 to 1987 08 31
Joanne Smees, 1986 09 01 to 1987 08 31
Mary Ann Peaker, 1986 09 01 to 1987 08 31

(i) That the request of Deborah Atkins for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves and that this Leave be followed by a Leave of Absence for parental reasons, effective 1986 07 11 to 1986 12 29.

(j) That Murray Quinn be returned to the position of Elementary School Principal commencing 1986 09 01.

(k) That Kenneth W. Bain be appointed to Acting Vice-Principal of an Elementary School, commencing 1986 09 01.

(l) That the resignations of the following teachers, effective as shown, be accepted with regret:

Susan M. Atkins, 1986 08 31
Judith I. Bain, 1986 08 31

Jane C. Beyer, 1986 08 31
Mary Beth Doyle, 1986 08 31
Patricia M. Gareth, 1986 08 31
Wendy J. Milton, 1986 08 31
Ferdinand J. Numan, 1986 08 31
Marleen S. Warne, 1986 08 31

(m) That the request of Bernice O. Weber who is retiring on superannuation, effective 1986 06 30, be accepted with regret.

(n) That the request of June M. Outram for an extension of her Disability Leave, effective 1986 09 01 to 1987 08 31, be granted.

(o) That the request of Lauren Tindall for an extension of her Leave of Absence in order to serve again as President of the Hamilton Women Teachers' Association, effective 1986 09 01 to 1987 08 31, be granted.

(p) That the request of Marguerite Kula for a Leave of Absence to carry out duties in the office of E.P.C. Chairman of the Hamilton Teachers' Federation, effective 1986 09 01 to 1987 08 31, be approved.

(q) That Doreen Walsh be granted a Disability Leave of Absence, effective 1986 03 24.

(r) We regret to announce the death of Mr. Richard Hill, a teacher at Gibson School, 1986 05 01.

(s) We regret to announce the death of Mr. Mearl L. Thomson, Principal at Prince Philip School, on 1986 04 04.

(t) That the term contract of Computer Consultant, Mariam Ali be extended for an additional two years commencing 1986 09 01 to end 1988 06 30.

(u) That an Elementary School Principal be asked to attend the French Immersion program at La Pocatière in Quebec from 1986 07 07 to 1986 08 15, and that program fees of \$680.00 and transportation costs be paid by the Board of Education.

(v) That the timetable of Dwayne Horning be increased from half-time to full-time, effective 1986 05 26.

(w) That the request of Diane McKenzie for a Maternal Leave of Absence, effective 1986 09 08 to 1987 01 02, be granted in accordance with conditions governing Maternal Leaves.

(x) That the request of Diane Kozak for a Leave of Absence for Study Purposes, effective 1986 09 01 to 1987 08 31, be approved.

(y) That the resignation of the following teacher who is retiring on superannuation, effective 1986 06 30, be accepted with regret and that she be considered for gratuity in accordance with the Board's plan:

Margaret J. Laidlaw

(z) That the following trips be approved:

(i) Lawfield, Grade 8, Quebec City, 1986 10 22-25. (Wednesday to Saturday)

(ii) Ryerson, Grade 8, Stratford, 1986 10 17 (Friday)

(iii) Tweedsmuir, Grade 8, Interlaken Olympia Sports Camp, Huntsville, Outdoor Education, 1986 06 11-13. (Wednesday to Friday)

(iv) Viscount Montgomery, T.M.R., Wilmot Centre School, (far side of Kitchener), 1986 06 05. (Friday)

(v) Viscount Montgomery, Grade 7, Ottawa, 1986 06 04-06. (Wednesday to Friday)

(vi) Viscount Montgomery, Grade 8, Outdoor Education, Kilcoo Camp Minden, 1986 06 04-07. (Wednesday to Saturday)

(vii) Ryerson, French Immersion Grade 8, St. Donat, Quebec, 1987 01 11-14. (Sunday to Wednesday)

(aa) That the requests of the following teachers for Maternal Leave of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Michele A. Miles, 1986 09 02 to 1986 12 29

Diane Clark, 1986 11 03 to 1987 03 01

(bb) That the request of Julie Anne Beattie for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves and that this Leave be followed by a Leave of Absence for Parental Reasons, effective 1986 10 14 to 1987 03 13.

(cc) That Diane Parent be appointed to the Probationary Staff, effective 1985 09 01, with salary according to schedule.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That \$1,265.00 be allocated for as many teachers as possible to attend the "Annual Provincial Conference of the Society of Education Through Art '86 (O.S.E.A.)" to be held at Hamilton, Thursday evening, 1986 10 23 to Saturday, 1986 10 25.

(b) That one junior consultant attend the "Training Workshop in Cross Cultural Communication" to be held at Hamilton, Monday, 1986 06 23 to Wednesday 1986 06 25 and that \$35.00 be paid towards registration.

(c) That one vice-principal attend the "Achieving Excellence Workshop" to be held at Hamilton, Wednesday, 1986 06 11 and that \$95.00 be paid towards registration (Staff Development).

(d) That one teacher attend the "Canadian Daily Newspaper Publishers Association National Newspapers in Education Conference" as presenter, to be held at Halifax, Nova Scotia, Tuesday, 1986 06 24 to Friday, 1986 06 27 at no cost to the Board.

(e) That the action of the Superintendent of Curriculum and Special Services in permitting one principal and one teacher to attend "The Corsini 4-R System Conference" held at Toronto, Wednesday, 1986 05 28 and that \$70.00 each be paid towards registration and expenses, be approved.

(f) That the Supervisor of Primary / Junior and four Primary / Junior Consultants attend the "Canadian Association of Young Children Conference" to be held at London, Ontario, Thursday, 1986 11 06 and that \$45.00 each be paid towards registration.

(g) That one Primary Consultant attend the "Canadian Association for Young Children Conference" to be held at London, Ontario, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$150.00 be paid towards registration.

(h) That four teachers attend the "Canadian Association of Young Children Conference" to be held at London, Ontario, Friday, 1986 11 07 to Saturday, 1986 11 08 and that \$225.00 each be paid towards registration and expenses.

(i) That two teachers attend the "Ontario Association for Mathematics Education Leadership Conference" to be held at Mississauga, Wednesday, 1986 10 22 to Friday, 1986 10 24 and that \$190.00 each be paid towards registration and expenses.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting one teacher to attend the Special Education '86 Conference held in Toronto on Thursday, 1986 05 08 and Friday, 1986 05 09 be approved and that \$160 be paid towards the cost of registration and expenses.

(b) That one teacher attend the Creative Problem Solving Weekend to be held in Toronto from Friday, 1986 06 06 to Sunday, 1986 06 08 and that \$150 be paid towards the cost of registration and expenses.

(c) That one teacher attend the "Second Annual Individual Program Planning Conference" to be held at Toronto, Wednesday, 1986 05 28 and that \$75.00 be paid towards registration and expenses.

4. That the following recommendation of the Associate Superintendent of Curriculum and Special Services regarding the Gifted Program be approved:

(a) That effective September 1986 two additional junior division classes for the gifted be established, one in the upper city and one in the lower city.

5. That the following recommendations from the brief presented by the Southview Review and Analysis Committee and from the report of the Trainable Retarded Children's Advisory Committee be approved.

(a) That the Trainable Retarded Children's Advisory Committee supports the following recommendations of the Review and Analysis Committee concerning the Proposed Closure of Southview School:

(i) That Southview School be closed effective 1986 06 30.

(ii) That Administration expedite the transferring of three classes as satellite programs in mountain school locations; namely:

- the total communication class to an elementary school
- the primary developmental class to an elementary school
- the developmental class to a secondary school
- students be transferred to other appropriate programs.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 06 03.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
SEVENTH REPORT**

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Maguire, Lowe, Ruddle and Webb.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Irene Bodish, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(b) That the retirement of Frederick McKnight, Caretaking and Maintenance Staff, approved at the May meeting, be changed to become effective 1986 07 31.

(c) That the resignation of Pamela C. Simonelli, Clerical Staff, be accepted effective 1986 06 06.

(d) That George Bissett be appointed to the position of Chief Mechanic, (Plumbing) Maintenance Department, effective 1986 06 30, with salary according to schedule.

(e) That Wayne Kenyon be appointed to the position of Supervisory Foreman (Administrative Category 11 — \$34,500 per annum maximum) for a one year probationary period, effective 1986 06 23, with salary according to the salary schedule.

(f) That Paula Boothe be confirmed in the position of Programmer, Computer Services, effective 1986 05 01.

(g) That Lynda Spencer be appointed to the probationary Clerical Staff, (Category A-B — maximum \$325.39 per week), effective 1986 07 01, with salary according to the salary schedule.

(h) That the timetable of Jane Holbrook, Clerical Staff, be increased from .5 to full time, effective 1986 07 01.

(i) That Lorraine Darche, Clerical Staff, be promoted to the position of Accounts Payable Clerk — Accounting, (Category C, maximum \$363.60 per week), effective 1986 06 23, with salary according to the salary schedule.

(j) That the Board approve a leave of absence for study purposes for Diane Aitken, Research Assistant — Statistics, for the period 1986 09 02 to 1987 08 31.

(k) That Karen Accardo, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 09 01, in accordance with the Employment Standards Act.

(l) That the Lunchroom Co-ordinator be requested to attend the University Associates of Canada - Human Resources Development program entitled "Becoming a Professional Trainer" to be held at Toronto, 1986 06 09-10, and that registration and expenses be paid according to policy.

(m) That the Supervisor of Transportation be authorized to attend the Pupil Transportation Management Program to be held at the University of Guelph, 1986 07 07-09, and that registration and expenses be paid according to policy.

2. That the Hamilton Board of Education convey its support of the resolution re retirement gratuities from the Kapuskasing Board of Education to the Minister of Education, as requested.

3. That clauses 1(b), 3(a), (b), (c) and (d) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Doris Coate, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 27, and that the Board's retirement gratuity be paid.

(b) That Gale McCarty, Secondary School Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 07 07, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1986 12 01 until 1987 02 27.

(c) That Patricia Obratoski, Secondary School Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 07 07, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1986 12 01 until 1987 05 29.

(d) That Terri Teslic, Secondary School Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 08 18, in accordance with the Employment Standards Act, and to be followed by a Personal Leave of Absence, effective 1986 12 15 until 1987 06 12.

(e) That Susan Wojcicki, Secondary School Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 09 02, in accordance with the Employment Standards Act.

2. That the quotation of Vera's Driving School for in-car and in-class instruction for our composite secondary schools and the in-car instruction only for our vocational school students be accepted. The Driver Education classes will be conducted on Saturday mornings at two of our schools during the 1986-1987 school year, and the Board's only responsibility in this program is the provision of classrooms.

3. That the cost deviation report with respect to the secondary panel be approved in the amount of \$9,766.00.

4. That clauses 1(h), (n), (r), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), and 3(a) of the report of the Education Management Committee be approved, and in connection with clause 1(h) that the Board's retirement gratuity be paid to Diane E. Somerville and William G. Grieve.

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Eleanor McCaig, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 30, and that the Board's retirement gratuity be paid.

(b) That the resignation of Dorothy Rouse, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 06 27, and that the Board's retirement gratuity be paid.

(c) That the resignation of John W. Gabla, from the Teacher Aide Staff, be accepted effective 1986 06 27.

(d) That Leslie Ferguson, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 09 01, in accordance with the Employment Standards Act.

(e) That payment of the Board's insurance in the amount of \$55,207.00 be made to the estate of the late Mearl L. Thomson, subject to the proper releases being obtained.

2. That parking be provided at the G. L. Armstrong School site at a cost of \$30,000.

3. That the Dalewood School chimney be repaired by the McLean Chimney Co. Ltd. at a cost of \$7,845.00.

4. That the cost deviation report with respect to the elementary panel be approved in the amount of \$407.00.

5. That clauses 1(u), (y), 2(a), (b), (c), (e), (f), (g), (h), (i), 3(a), (b), (c), 4(a), 5(a)(i) and (ii) of the report of the Education Management Committee be approved, and in connection with clause 1(y), the Board's retirement gratuity be paid to Margaret J. Laidlaw.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 06 05.

ADDENDA

The following motions were considered at the 1986 06 05 meeting of the Business Management Committee and were LOST:

GENERAL

1. That the Secondary Schools and Education Centre offices be closed June 30, 1986.

2. That the staff be encouraged to take June 30th and January 2nd as vacation days.

3. That the Secondary Schools and Education Centre offices be closed June 30, 1986 at no pay, provided agreement is reached with the employee unions.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Kennedy, Lowe, Maguire, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Detwiler, Frosina, Hicks and Mulholland.

Officials Present: Messrs. Krever (Director of Education), Penner (Deputy Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That Gary Gibson be appointed to the position of Media Consultant, half-time, effective 1986 09 01 to 1987 08 31, with salary according to schedule.

(b) That Wanda J. Lane be appointed to the position of Special Education Consultant effective 1986 09 01 to 1987 08 31, with salary according to schedule.

(c) That David J. Hutton be appointed to the position of Special Education Consultant, effective 1986 09 01 to 1987 08 31, with salary according to schedule.

(d) That Eric H. Hipkiss, be appointed to the position of Special Education Consultant, effective 1986 09 01 to 1987 08 31, with salary according to schedule.

PART I

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That the request of the Trillium School for secondment of Kenneth H. Jackett, teacher, for the period of 1986 09 01 to 1987 08 31, be approved.

PART II

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the position of Acting Vice-Principal of an Elementary School, effective 1986 09 01, with salaries according to schedule:

Richard J. Clark
Olga E. Hencher
Clarke G. Johnson

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 06 12.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Mulholland and Van Horne.

Officials Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), and Miss D. Russon (Personnel Analyst).

The Committee recommends:

PART I

1. That the Board ratify the terms of the 1986-87 Collective Agreement reached between the Board and O.S.S.T.F., District 8.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room,
1986 06 02.

MEMORANDUM OF AGREEMENT
B E T W E E N
THE BOARD OF EDUCATION FOR THE
CITY OF HAMILTON
AND THE BRANCH AFFILIATE
REPRESENTING STATUTORY MEMBERS OF
THE ONTARIO SECONDARY SCHOOL
TEACHERS' FEDERATION DISTRICT 8

- (1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- (2) The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
- (3) The term of the Collective Agreement shall be from September 1, 1986 to August 31, 1987.
- (4) The parties agree to amend the terms of the 1984-86 Collective Agreement in accordance with Schedules "A" and "B" attached hereto. All other matters to remain as in present Agreement.

DATED AT HAMILTON, ONTARIO,
THIS 2nd DAY OF JUNE, 1986.

**ON BEHALF OF THE
BRANCH AFFILIATE**

**ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

ARTICLE 9 — Secondary School Salary Grid**9.01** Effective September 1, 1986 until August 31, 1987:

Year	Category 1	Category 2	Category 3	Category 4
0	\$22,640	\$23,877	\$25,728	\$27,169
1	23,877	25,215	27,272	28,814
2	25,109	26,552	28,814	30,462
3	26,343	27,888	30,358	32,107
4	27,576	29,226	31,902	33,756
5	28,814	30,563	33,448	35,401
6	30,051	31,902	34,992	37,048
7	31,285	33,241	36,534	38,692
8	32,522	34,577	38,077	40,338
9	33,756	35,915	39,620	41,989
10	34,992	37,255	41,165	43,635
11	37,871	40,136	45,284	48,371

ARTICLE 11 — Principals, Vice-Principals and Supervisors**11.01** Effective September 1, 1986 until August 31, 1987:

Principals of Composite Secondary Schools shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$59,677
1	61,965
2 or more	64,250

11.02 Effective September 1, 1986 until August 31, 1987:

Principals of Secondary Schools (Vocational) shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$57,188
1	58,580
2 or more	61,212

11.03 Effective September 1, 1986 until August 31, 1987:

Vice-Principals of Composite Secondary Schools shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$54,613
1	55,915
2 or more	57,218

11.04 Effective September 1, 1986 until August 31, 1987:

Supervisors shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$56,038
1	57,423
2 or more	60,137

Supervisors shall be entitled to 5 weeks' annual vacation normally to be taken during July and August but alternate scheduling shall be possible by mutual agreement between the Superintendent and the member.

ARTICLE 12 — Responsibility Allowances — Secondary Schools**12.01 Composite Secondary Schools**

Allowances beyond the regular grid salary shall be paid to teachers in the following areas:

- (i) Major Head — \$3,272 effective September 1, 1986; English, Business Education, Technical Education, Guidance, Mathematics, Science, Languages, History, Geography, Physical and Health Education (Boys'), Physical and Health Education (Girls').
- (ii) Minor Head — \$1,945 effective September 1, 1986; A Minor Headship will be established in Family Studies, Music and Art.
- (iii) A Minor Headship in Family Studies, Music and Art will be reclassified as a Major Headship if the number of equivalent full-time teacher timetables in the department becomes four (4) or more.
A Major Headship in Family Studies, Music and Art will be reclassified as a Minor Headship if the number of equivalent full-time teacher timetables in the department becomes fewer than four (4).
- (iv) Assistant to the Head — \$1,636 effective September 1, 1986
 - (a) Assistant Headships shall be established in a department in a school where the number of equivalent full-time teacher timetables is 4 or more, or where 7 or more teachers are assigned courses in the department.
 - (b) In addition to Article 12.01 (iv) (a) the Director or Superintendent may establish one or more Assistant Headships in a department.

- (c) An Assistant Head whose position of responsibility is eliminated under the foregoing criteria shall be posted to an available Assistant Headship position, or, if no vacancy, as a replacement for the Assistant Head with the least seniority according to Article 7.04. An Assistant Head displaced by this procedure shall be posted to a teaching position in accordance with Article 6.01.
- (d) An Assistant Head displaced by this procedure shall be given first opportunity of returning to an Assistant Headship according to seniority as defined in Article 7.04. Upon return, prior service in an Acting capacity shall be counted in determining the date the appointment becomes confirmed under Article 5.04 of the Collective Agreement.
- (e) For an Assistant Head who holds a confirmed appointment and is displaced from the position under Article 12 (iv) (a) the responsibility allowance shall be red-circled and frozen for a period of one year, after which he shall be paid the rate of his then current assignment.
- (f) The procedures in sub-sections (c), (d) and (e) shall apply only to displacements at the level of Assistant Head occurring on and after the ratification date of this Agreement.
- (g) Notwithstanding the above, for those Assistant Heads displaced effective September 1, 1984 the right of recall shall apply as defined in Article 12.01 (iv) (d).
- (v) Outdoor Education Resource Teacher — \$1,012 effective September 1, 1986.
- (vi) Senior Teacher Technical Education — \$536 effective September 1, 1986.
- (vii) If a teacher in charge of Library is:
 - (a) Uncertificated, certificated with a partial timetable, or certificated operating a partial programme — \$803 effective September 1, 1986.
 - (b) Certificated, with a full timetable and operating a full programme as specified by the Superintendent — \$1,945 effective September 1, 1986.
- (viii) Teachers in German and Latin Departments, depending upon the size of the department and subject to the recommendation of the Director and Superintendent — \$671 effective September 1, 1986.
- (ix) Alternative Programme Leader(s) — \$3,272 effective September 1, 1986.

- 12.02 (i) Staff Assistants shall be paid grid salary plus a responsibility allowance of \$4,818 effective September 1, 1986. Staff Assistants shall be entitled to 5 weeks annual vacation, normally to be taken during July and August but alternate scheduling shall be possible by mutual agreement between the Superintendent and the member.
- (ii) Consultants shall be paid grid salary plus a responsibility allowance of \$3,272 effective September 1, 1986.
- (iii) Adjustment Counsellors shall be paid grid salary plus a responsibility allowance of \$3,272 effective September 1, 1986.
- (iv) Co-ordinators (Co-op Education) shall be paid grid salary plus a responsibility allowance of \$1,636 effective September 1, 1986.
- 12.03 The travel allowance shall be paid according to Board policy.

**ARTICLE 13 — Special Allowances —
Secondary Schools (Vocational)**

- 13.01 Allowances beyond the regular grid salary shall be paid as follows subject to the provisions of Article 13.02:

	Effective Sept. 1 / 86
Teachers of Secondary Schools (Vocational) (excluding principals)	\$ 714
Assistant to the Principal	\$3,272

- 13.02 (ii) For a teacher who enters the employ of the Board after August 31, 1977, and who teaches in a Secondary School (Vocational), the following certificate allowance shall be paid beyond the regular grid salary:

Effective September 1, 1986:

\$238—elementary certificate in special education

\$476—intermediate certificate in special education

\$714—specialist certificate in special education

under the following conditions

- (i) the allowance shall only be paid for the highest certificate held by the teacher, and
- (ii) provided that this certificate has not been used for category placement.

**ARTICLE 13 — Special Allowances —
Secondary Schools (Vocational)**

13.02 (i) Insert Omission

Effective September 1, 1977, the \$714 allowance shall be paid beyond the regular grid salary to a teacher who received the allowance in the 1976-77 school year and who continues to teach in a Secondary School (Vocational) after August 31, 1977. Effective September 1, 1977, the \$714 allowance shall be paid beyond the regular grid salary to a teacher who is presently in the employ of the Board and who commences teaching in a Secondary School (Vocational) between September 1, 1977 and December 31, 1977 and who continues to teach in a Secondary School (Vocational).

**ARTICLE 15 — Allowances for Related Trade and Business
Experience Degrees, Diplomas**

15.01 Amended to Read:

Subject to the recommendation of the Director and Superintendent, teachers in Composite and Vocational Secondary Schools shall be paid \$226 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education, up to a maximum allowance of \$1,812. This allowance shall not exceed the maximum of the teacher's category.

15.02 If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$681 per annum for the first such post graduate degree, and
- (ii) an additional \$566 per annum for the second post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to Principals, Vice-Principals and Supervisors.

15.03 An allowance beyond the regular grid salary may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or R.I.A. on the recommendation of the Superintendent, providing

that the diploma is not used for category placement as follows:

—effective September 1, 1986 — \$340 per annum

This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to Principals, Vice-Principals and Supervisors.

15.04 Delete present article.

ARTICLE 16 — Summer and Evening School

16.01 Teaching staff of Summer Schools shall be paid as follows:

(i) Certificated Teacher

Effective
Sept. 1 / 86
\$2,291

New Credit Course

Remedial Credit Course —

1 Course

1,146

2 Courses

2,291

(ii) Co-Principals of Summer
School

1,527

16.02 Teaching staff of Evening Schools shall be paid as follows:

(i) Certificated Teachers (per
hour of instruction)

\$20.36

(ii) Supervisors of Evening
School

\$3,119

(iii) Assistant Supervisors of
Evening School

\$2,801

16.03 Whenever an Evening School continues after March 31, the Supervisor, Assistant Supervisor, or both, shall be paid a pro rata amount for supervisor duties after March 31.

16.04 The Principal of a Secondary School in which an Evening School is held shall receive \$382 per year effective September 1, 1986 as nominal head of the Evening School.

16.05 When hiring for teaching positions in these programmes, the Board shall use the following order of preference:

(i) members of the branch affiliate who have taken the option contained in 6.06 (a);

- (ii) members of the branch affiliate on recall under the provisions of 6.10 (f);
- (iii) members of the branch affiliate who have had their probationary contracts terminated who are eligible under the provisions of 6.11 (d).

ARTICLE 17 — Employee Benefits

17.01 Amend to Read:

The Board shall contribute one hundred per cent (100%) of the premium cost as of September 1, 1986 of the following plans:

O.H.I.P.

Semi Private Hospital Care (Blue Cross or a mutually agreed upon carrier)

Extended Health (including \$60 every two years vision care benefits)

Basic Group Life Insurance (up to \$50,000 coverage)

Note: Vision Care—to include reference re prescription safety glasses for science, technical and physical education teachers.

17.01 (iv) New

The U.I.C. rebate shall, as in the past, accrue to the credit of the Board.

17.01 (v) New

The Board may at any time substitute another carrier (excluding Semi-Private Hospital Care) provided that the benefits conferred thereby are at least equivalent and provided that the Branch Affiliate is given a minimum of 30 days to consider the proposed change before implementation.

17.04 Amend to Read:

Under the present Group Life Insurance Plan (G. 422) teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$10,000 - spouse; \$5,000 - each dependent child.

Effective October 1, 1985

17.07 (i)

A Dental Plan with benefits equivalent to Blue Cross Plan #7 shall be provided for all teachers on the payroll of the Board, including teachers assigned for the second semester only. The Board shall contribute 100% of the premium cost for full-time teachers based on the 1985 O.D.A. rate schedule. The Board's premium contribution for a part-time teacher shall be prorated in the same

proportion that the part-time timetable bears to a full-time timetable, with the teacher contributing the remainder through payroll deduction. The plan shall reimburse a claimant 50% of the cost of the insured services (not to exceed 50% of the 1985 O.D.A. rate schedule) with a maximum benefit of \$1,000 per claimant per insurable year. Newly hired teachers and teachers returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. A teacher may elect, in writing, not to be enrolled under the Plan if otherwise covered for similar benefits by his or her spouse.

(ii) Effective September 1, 1986, the Dental Plan in Article 17.07 (i) shall be amended as follows:

(i) reimbursement equivalent to 75% of the cost of the insured services (not to exceed 75% of the 1985 O.D.A. rate schedule).

17.08 New

A member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining dental coverage at the member's own cost under the plan in Article 17.07 under the following conditions:

- (i) the member must elect to retain coverage within 31 days of retirement date, otherwise coverage shall be cancelled.
- (ii) if the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) coverage shall remain in effect until age 65 if a member so elects.
- (iv) the member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.

ARTICLE 24 — Working Conditions

24.04 Delete present 24.04 (i) and (ii). Renumber present (iii) as (i).

(ii) New
Effective September 1, 1987

As of October 1 of the school year, the maximum teaching loads per cycle shall be as below; however, a tolerance of three per cent (3%) shall be allowed per

Department, per school, per cycle above these maximum teaching loads.

Subject	Major Head	Assistant Head, Minor Head and Teacher
English	125 students	150 students
Music, Art	115 students	138 students
Science	135 students	162 students
Technical		
Education	100 students	120 students
Family studies	100 students	120 students
Other	137 students	165 students

- 24.04 (iv) Change references 3 times to 24.04 (i) and (ii) and renumber as (iii).

Effective September 1, 1987

- 24.04 (v) The maximum teaching load of a teacher totalled for the full school year shall not exceed:

Subject	Major Head	Assistant Head, Minor Head, and Teacher
English	142 students	170 students
Music, Art	130 students	156 students
Science	153 students	184 students
Technical		
Education	113 students	136 students
Family studies	113 students	136 students
Other	155 students	187 students

ARTICLE 24.06 (i)

- (a) As of October 1, 1986, the average P.T.R. in the Composite Secondary Schools and the Alternative Program(s) shall not exceed 17.2:1.
- (b) As of October 1, 1987, the average P.T.R. in the Composite Secondary Schools and the Alternative Program(s) shall not exceed 17.1:1.

- 24.06 (ii) (f) Co-Op Monitors (equivalent to 4.833 full-time time-tables in 1986-87)

- 24.11 (i) The P.T.R. shall include all certificated staff in the Vocational Schools including Principals and Assistants to the Principal, but excluding Learning Resource Teachers, and Co-Op Monitors (the equivalent of 1.666 full-time timetables. As of October 1, 1986 the average P.T.R. in Secondary Schools (Vocational) shall not exceed 12.3:1 and as of October 1, 1987, 12.1:1.
- (ii) As per present Agreement.
- 24.13 (ii) The Pupil Teacher Ratio in the Alternative Program(s) shall not exceed:
- (a) 17.2:1 effective October 1, 1986
 - (b) 17.1:1 effective October 1, 1987

LETTER OF INTENT

The Board agrees, as an interim measure only, for the 1986/87 school year, to grant a \$500 per annum allowance to the teacher in each composite secondary school who is assigned computer liaison and co-ordination duties. Arrangements will also be made by the Board for the assignment to each composite secondary school of 2 half days of supply teaching time per month to provide for the teacher, appropriate time to perform the required duties.

MINUTES OF THE SPECIAL MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 07 03.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Kennedy, Lowe, Maguire, McMurrich, Mulholland, Ruddle and Webb.

Officials Present: Messrs: Cartmell (Secretary-Treasurer and Business Administrator) and Rielly (Superintendent of Operations).

GENERAL

Moved by Mr. Di Ianni, seconded by Mr. Mulholland: That the General Part of the Report of the Personnel Committee be and the same is hereby adopted., Carried

PART I

Moved by Miss Detwiler, seconded by Mrs. Baskin: That Part One of the Report of the Salary Committee be and the same is hereby adopted.

Trustees Clarke, Di Ianni and Ruddle did not vote or debate on the matter due to possible conflict of interest.

The report was then adopted.

A question from Trustee Mulholland was that of what constitutes a quorum - is it a majority of the members present or the members voting? The Chairman understood a quorum refers to the majority of the Board present who are eligible to vote. Trustee Baskin suggested a legal opinion be obtained.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE PERSONNEL COMMITTEE

Present: Mrs. R. Van Horne (Chairman), Trustees Clarke, Di Ianni and Mulholland.

Official Present: Mr. A. J. Krever (Director of Education).

The Committee recommends:

GENERAL

1. That Mr. Frank J. Kelly be appointed to the position of Acting Area Superintendent for a one-year period, effective 1986 09 01, with salary according to schedule.

2. That Mr. John Penner be appointed to the position of Acting Business Administrator / Treasurer for a one-year period, effective 1986 09 01, with salary according to schedule.

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1986 06 23

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Lowe, Mulholland, and Van Horne.

Officials: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), Miss D. Russon (Personnel Analyst).

The Committee recommends:

PART I

1. That the Board ratify the terms of settlement between The Board of Education for the City of Hamilton and A.E.F.O., Hamilton Secondary Unit for the 1986-87 school year.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room.

MEMORANDUM OF AGREEMENT
BETWEEN
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND THE BRANCH AFFILIATE
REPRESENTING STATUTORY MEMBERS OF
L'ASSOCIATION DES ENSEIGNANTS FRANCO-ONTARIENS
HAMILTON SECONDARY UNIT
IN THE EMPLOY OF THE BOARD

- (1) The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
- (2) The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
- (3) The term of the Collective Agreement shall be from September 1, 1986 to August 31, 1987.
- (4) The parties agree to amend the terms of the 1985-1986 Collective Agreement in accordance with Schedule "A" attached hereto. All other matters to remain as in the present Agreement.

DATED AT HAMILTON, ONTARIO,
THIS 23rd DAY OF JUNE, 1986.

**ON BEHALF OF THE
BRANCH AFFILIATE**

**ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON**

ARTICLE 8—SECONDARY SCHOOL SALARY GRID

8.01 Effective September 1, 1986 until August 31, 1987:

Year	Category 1	Category 2	Category 3	Category 4
0	\$22,640	\$23,877	\$25,728	\$27,169
1	23,877	25,215	27,272	28,814
2	25,109	26,552	28,814	30,462
3	26,343	27,888	30,358	32,107
4	27,576	29,226	31,902	33,756
5	28,814	30,563	33,448	35,401
6	30,051	31,902	34,992	37,048
7	31,285	33,241	36,534	38,692
8	32,522	34,577	38,077	40,338
9	33,756	35,915	39,620	41,989
10	34,992	37,255	41,165	43,635
11	37,871	40,136	45,284	48,371

ARTICLE 10—PRINCIPAL AND VICE-PRINCIPAL SALARY GRID

10.01 The Principal of G. P. Vanier Secondary School shall be paid in accordance with the following salary schedule effective September 1, 1986:

Years of Experience	Salary
0	\$59,677
1	61,965
2 or more	64,250

10.02 (i) Effective February 1, 1986, the position of Assistant to the Principal shall be reclassified as a Vice-Principal with no change in the timetable of the teacher. If subsequent to the 1985/1986 school year, the enrolment of the school falls below 350 students, the position shall revert to that of Assistant to the Principal with a responsibility allowance under Article 11.01 (iii).

(ii) Effective September 1, 1986 the Vice-Principal shall be paid in accordance with the following salary schedule:

Years of Experience	Salary
0	\$54,613
1	55,915
2 or more	57,218

ARTICLE 11—RESPONSIBILITY ALLOWANCE

- 11.01 (i) Where a single subject is taught by two or more teachers and where more than a one and one-half full time teaching timetable is involved, one of the teachers shall be the head, be assigned responsibility for the subject, and shall be paid a responsibility allowance of \$1,945 effective September 1, 1986.
- (ii) Where a subject is taught by three or more teachers and where more than two and one-half full time teaching timetables are involved, one of the teachers shall be designated as department head, assigned responsibility for the subject, and paid a responsibility allowance of \$3,272 effective September 1, 1986.
- (iii) The Board may appoint an Assistant to the Principal whose duties and responsibilities shall include but not be limited to: the supervision of the school and the discipline of students during the principal's absence; assignments relating to timetabling and student option changes; the organization of extra-curricular activities; and the ordering and maintenance of supplies. The allowance for the Assistant to the Principal shall be \$3,272 effective September 1, 1986.
- (iv) An allowance of \$536 per annum effective September 1, 1986 shall be paid to the teacher in charge of the Technical Department providing there is more than one full timetable in the subject.
- 11.02 The travel allowance shall be paid according to Board policy.

ARTICLE 13—ALLOWANCES FOR RELATED TRADE AND BUSINESS EXPERIENCE, DEGREES AND DIPLOMAS

- 13.01 Teachers shall be paid, on the recommendation of the Director and Superintendent, \$226 per year for each year of related trade and business experience in excess of those years required to gain admission to a Faculty of Education up to a maximum allowance of \$1,812. This allowance shall not exceed the maximum of the teacher's category.
- 13.02 If a recognized post graduate degree is not used for category placement, an allowance shall be paid beyond the regular grid salary to a teacher who holds such a post graduate degree in accordance with the following schedule:

- (i) \$681 per annum for the first such post graduate degree, and
- (ii) an additional \$566 per annum for the second such post graduate degree.

This allowance shall be limited to two degrees and shall be paid effective from the first day of the month following registration of the degree with the Board. This allowance shall not apply to the Principal and Vice-Principal.

- 13.03 An allowance of \$340 per annum, beyond the regular grid salary, may be paid to a teacher who holds one of the following diplomas: A.R.C.T., A.T.C.M., A.O.C.A., or R.I.A., on the recommendation of the Superintendent, providing that the diploma is not used for category placement. This allowance shall be paid effective from the first day of the month following registration of the diploma with the Board. This allowance shall not apply to the Principal and Vice-Principal.

ARTICLE 14—FRINGE BENEFITS

- 14.01 (i) Amend to Read:

The Board shall contribute one hundred per cent (100%) of the premium cost as of September 1, 1986 of the following plans:

O.H.I.P.

Semi-Private Hospital Care (Blue Cross or a mutually agreed upon carrier)

Extended Health (including \$60 every two years vision care benefits)

Basic Group Life Insurance (up to \$50,000 coverage)

Note: Vision Care—to include reference re prescription safety glasses for science, technical and physical education teachers.

- 14.03 Amend to Read:

Under the present Group Life Insurance Plan (G. 422) teachers shall pay the full premium cost for Optional Dependent's Group Life Insurance - \$10,000 - spouse; \$5,000 - each dependent child.

Renumber present 14.05 as 14.05 (i) and add:

- 14.05 (ii) Effective September 1, 1986, the Dental Plan in Article 14.05 shall be amended as follows:

- (i) reimbursement equivalent to 75% of the cost of the insured services (not to exceed 75% of the 1985 O.D.A. rate schedule).

Article 14.06 New (renumber present 14.06 as 14.07)

A member who has attained at least the age of 55 and retires before the compulsory retiring age shall have the option of retaining dental coverage at the member's own cost under the plan in Article 14.05 under the following conditions:

- (i) the member must elect to retain coverage within 21 days of retirement date, otherwise coverage shall be cancelled.
- (ii) if the member withdraws from coverage at any time prior to age 65, the member shall be ineligible to re-enrol in coverage.
- (iii) coverage shall remain in effect until age 65 if a member so elects.
- (iv) the member shall pay to the Board in advance the full annual premium cost of the coverage; otherwise the coverage shall be cancelled.

14.08 New

The U.I.C. rebate shall, as in the past, accrue to the credit of the Board.

Article 21.03

(i) **Effective 1986 / 87 School Year****Non-Semestered**

As of October 1 of the school year, the maximum teaching loads per cycle shall be as below; however, a tolerance of three percent (3%) shall be allowed per Department, per cycle above these maximum teaching loads.

Subject	Teacher
English, Francais	150 students
Science	165 students
Technical Education	120 students
All Other Subjects	168 students

(ii) **Effective 1987 / 88 School Year****Non-Semestered**

As of October 1 of the school year, the maximum teaching loads per cycle shall be as below; however, a tolerance of three percent (3%) shall be allowed per Department, per cycle above these maximum teaching loads.

Subject	Teacher
English, Francais	150 students
Science	162 students
Technical Education	120 students
All Other Subjects	165 students

(iii) **Semestered**

The maximum teaching loads totalled for both semesters shall be in accordance with Article 21.03 (i) and (ii)

- (a) The semestered teaching loads for the first semester, as of October 1, shall be approximately 50% of the maximum teaching loads as in accordance with 21.03 (i) and (ii), and the semestered teaching loads for the second semester as of March 1st, shall be approximately 50% of the maximum teaching loads as in accordance with 21.03 (i) and (ii).

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 07 10.

The Board met.

Present: Mrs. Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services) and Penner (Deputy Business Administrator).

A moment of silence was observed in memory of two students, Brandon Toplack and Andrew Warburton, and Megan Lawrence, retired Programme Leader - Alternative Education, who passed away this past month.

The minutes of the last regular and special meeting were adopted as presented to the members.

Communications from Mr. R. S. Cartmell and Mr. W. Millar thanking the Board for the testimonial dinner and gifts to honour their retirements were read to the members. These were received and ordered filed.

A communication from A.L.S.B.O. requesting the Board to appoint two voting delegates for the upcoming Fall General meeting was read to the members.

Moved by Mrs. Bell, seconded by Mr. Maguire: That Trustees Baskin and Webb be nominated to represent this Board as voting delegates at the A.L.S.B.O. Fall General Meeting to be held on 1986 11 07, and that Trustees Clarke and Van Horne be named as alternates. Carried.

Committee reports were presented as follows:

Education Management Committee and Special Reports
— Mrs. Clarke

Business Management Committee and Special Report
— Mrs. Bell

Salary Committee — Mrs. Baskin.

Moved by Mrs. Clarke, seconded by Canon Rogers: That the General Part of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Miss Cunningham: That the General Part of the report of the Business Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Lowe: That the General Part of the report of the Salary Committee be and the same is hereby adopted. Carried.

PART I

Moved by Mrs. Clarke, seconded by Mrs. Deans: That Part One of the report of the Education Management Committee, and the special reports, be and the same is hereby adopted.

Trustee Ruddle did not vote or debate on the report due to possible conflict of interest.

Trustee Cunningham did not support the recommendation of the Microcomputer Advisory Committee as contained within this report. She referred to the costs and comparisons made between the IBM and ICON equipment, and she felt the proposal is not the best investment that could be made. Trustee Cunningham had further concerns on the software, and she urged the Board to postpone any action on the report in order that a side by side comparison can be made of the two computers.

Moved in amendment by Miss Cunningham, seconded by Mr. Mulholland: That clauses 4(a) (i) and (ii), Part One of the report of the Education Management Committee be referred back to the Microcomputer Advisory Committee for further consideration.

While Trustee Frosina believed Trustee Cunningham's presentation was commendable, he reminded the members a comparison had been done twice, and he did not support the referral.

Trustee Baskin supported the original proposal, and reminded the Board that we have officials with the expertise to recommend the purchases.

Trustee Lowe supported the referral and further investigation on the microcomputers, but Trustees Vine and McMurrich felt the Board should get on with the purchase of the equipment. Trustee Deans also did not support the referral. Trustee Detwiler recalled the last meeting of the committee in which the presentation left no doubt in her mind, and for that reason, she did not support the referral.

In closing debate, Trustee Cunningham felt the Board has not been given appropriate direction in this regard, and a comparison will allow the Board to see the benefits on this equipment, so children in this system can get the very best.

The vote was called on the amendment and was defeated.

The original report was then adopted.

Moved by Mrs. Bell, seconded by Mr. Macaluso: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Mr. Kennedy, seconded by Miss Detwiler: That when this Board adjourns, it stand adjourned, until the September meeting unless called for a special meeting by the Chairman. Carried.

PART II

Communications from Frank Farley, John Mattys and Kay Rebalski thanking the Board for their retirement gratuities were read to the members. A communication from Peg Kelly, President of the Earl Kitchener Home and School Association thanking the Board for its sponsorship of the Science Circus was also read to the members. These were received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Hicks: That Part Two of the report of the Education Management Committee, excluding clauses 5(a) (i) and (ii), and the report of the in-camera session, be and the same is hereby adopted.

The Chairman referred to the conflict between the two reports pertaining to the Microcomputer Advisory Committee, and dealt with this conflict in accordance with Rule 47 of the Board's Rules and Regulations.

The report was adopted.

Moved by Mrs. Bell, seconded by Mr. Hicks: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

The conflict was then dealt with under Unfinished Business.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the staff allocation of microcomputer hardware be approved as follows:

(a) Ministry Micros:

That the existing one half lab of ICON's at R. A. Riddell be up-graded to a full lab (i.e., buy one half lab of ICON's) and that one additional school be selected for a full lab of ICON's.

(b) That the balance of micros for general allocation to elementary schools for 1986-87 be C-64's microcomputers.

While Trustee Clarke noted that many concerns have been raised, she urged the Board's approval at this time.

Trustee Van Horne declared possible conflict of interest and did not vote or debate on this matter.

Trustee Mulholland asked where the addendum stands on this, and he wondered if this now means the Business Management Committee has been by-passed but the Chairman clarified the Board will now make the decision.

Trustee Mulholland requested the previous question be called. A two-thirds majority was not obtained, and debate continued.

While Trustee Lowe understood the repairs for the ICON are quite expensive, Mr. Len Dixon, Manager of Computer Services, replied the technicians are becoming more familiar with the equipment, and it is not the concern it was in the beginning.

Trustee Cunningham wondered if the Writing to Read Programme will be expanded, and Mr. McKague replied that research will be done in this regard, and it is expected a report will go to the Board in January or February.

The motion was adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Ruddle and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education), Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

PART I

1. That the following recommendation of the Director of Education regarding Continuing Education be approved:

(a) That the Board of Education for the City of Hamilton approve, in principle, the establishment of a Continuing Education / Adult Education Centre(s).

2. That the following recommendations of the Director of Education regarding Adults in Day School be approved:

(a) That credit day school programs offered in composite and vocational secondary schools for returning adults be widely publicized in each school community.

(b) That staff be allocated for returning adults at the same ratio (17.2:1) as for regular day school students.

(c) That the concept of concentration of returning adults into two or more secondary schools be carefully pursued once the patterns of need are identified during the first year of the program.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room
1986 06 16.

**REPORT OF THE
EDUCATION MANAGEMENT COMMITTEE
EIGHTH REPORT**

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Kennedy, Maguire, Ruddie, Vine, Webb, and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Mulholland and Rogers.

Officials Present: Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That the action of the Director in permitting an Area Superintendent to attend "A Summer Leadership Week on Due Process for Education Officials" sponsored by OISE held at Toronto from Monday, 1986 07 07 to Friday, 1986 07 11 be approved, and that expenses be paid according to policy.

(b) That up to five Supervisory Officers be authorized to attend the Area 2 Fall Conference of the Ontario Association of Education Administrative Officials to be held at Windsor, Thursday, 1986 09 11 and Friday, 1986 09 12, and that expenses be paid according to policy.

(c) That up to five Supervisory Officers be authorized to attend the Annual Conference of the Ontario Association of Education Administrative Officials to be held at Ottawa, Wednesday, 1986 10 15 to Thursday, 1986 10 16, and that expenses be paid according to policy.

(d) That the Associate Superintendent of Curriculum and Special Services attend the 7th Canadian Congress of the Council for Exceptional Children to be held at Regina, Saskatchewan, from Wednesday, 1986 10 08 to Saturday, 1986 10 11, and that his expenses be paid according to policy.

(e) That Elizabeth Shuttleworth be appointed for a one-year term to the position of Acting Supervisor of Guidance Services, effective 1986 09 02, with salary according to policy. (replacement)

(f) That clause "(e)" in the June recommendations, be changed to read, "that the contract for David Rogers, Acting Consultant (.5), Computer Education, be extended until 1989 02 17, with salary according to schedule".

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Mr. Marsden J. Eedson be appointed to the position of Administrative Assistant to the Superintendent of Operations for a two-year period effective 1986 09 01 with salary according to schedule.

(b) That Mr. Gary Birchall be reappointed to the position of Supervisor of Curriculum and Instruction, Geography, effective 1986 09 01 to 1987 08 31, with salary according to schedule.

(c) That Mr. Lee Aurini be appointed to the position of Supervisor, Technical Studies, for a one-year period effective 1986 09 01, with salary according to schedule.

(d) That the contract for Mr. Lee Currie, .5 Consultant, Science Education, be extended for one year commencing 1986 09 01 to 1987 06 30.

(e) That Gale Glenny Burke be appointed to the position of Student Adjustment Counsellor (Social Worker), for a one-year term effective 1986 09 02, with salary according to schedule.

(f) That Ralph LeFevre be appointed to the position of Student Adjustment Counsellor, effective 1986 09 02 for a one-year term, with salary according to schedule. (replacement)

(g) That Brian Schofield be appointed to the position of Staff Assistant to the Supervisor of Adjustment Services for a one-year term, effective 1986 09 02, with salary according to schedule. (replacement)

(h) That Neville Nunes be appointed to the position of English as a Second Language Consultant (.5) for a one-year period effective 1986 09 02, with salary according to schedule.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one Mathematics Consultant attend the regional meeting of the National Council of Teachers of Mathematics to be held at Edmonton, Alberta, Thursday, 1986 10 16 to Saturday, 1986 10 18 as a presenter and that expenses be paid according to policy.

(b) That three English Consultants attend the "Council of Drama in Education (C.O.D.E.) — Making Connections Conference" to be held at Port Stanton, Ontario, Thursday, 1986 09 18 (evening) to Saturday, 1986 09 20, and that \$270 each be paid towards registration and expenses.

(c) That the Supervisor and one Consultant of English attend the "Ontario Council of Teachers of English (O.C.T.E.) Conference" to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18, and that \$180 each be paid towards registration and expenses.

(d) That two Consultants of English attend the "Ontario Council of Teachers of English (O.C.T.E.) Conference" to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18, as presenters, at no cost to the Board.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting one Psychological Consultant to attend the 47th Annual Convention of the Canadian Psychological Association held at Toronto from Thursday, 1986 06 19 to Saturday 1986 06 21 be approved and that \$140 be paid towards the cost of the registration and expenses.

(b) That up to three Adjustment Counsellors attend the OTF Leadership Training Conference on the Detection and Prevention of Child Abuse to be held at Toronto on Friday, 1986 09 26 and Saturday, 1986 09 27, and that \$65 each be paid towards the cost of registration and expenses.

(c) That one Outdoor Education Resource Teacher attend the Council of Outdoor Educators of Ontario's Safety Management Workshop for Leaders of Outdoor Programs to be held at the Mono Outdoor Centre, Orangeville, on Saturday, 1986 09 06 and Sunday, 1986 09 07, and that \$130 be paid towards the cost of registration and expenses.

(d) That two Outdoor Education Resource Teachers attend the Council of Outdoor Educators of Ontario Northern Spectrum Conference to be held at Midland from Thursday, 1986 09 25 to Sunday, 1986 09 28, and that the registration fee of \$225 each be paid.

5. That the following recommendations regarding Student Evaluation be approved:

(a) That the "Student Evaluation Policy in the Primary, Junior and Intermediate Divisions" be approved, effective September 1, 1986.

(b) That the report cards for each division be approved effective September 1, 1986.

6. That the following recommendation of the Associate Superintendent of Curriculum and Special Services regarding the Response to the Proposed Amendments to Special Education Legislation be approved:

(a) That the reaction to the proposed amendments to the Special Education Legislation be endorsed by the Hamilton Board of Education and forwarded to the Minister of Education.

7. That the following recommendation from the Interim Report of the Discipline Review Committee be approved:

(a) That the Board policy be amended to reflect the changes in the report.

8. That the following report of the Special Education Advisory Committee be approved:

(a) That parents, whose children have been newly IPRC'd (Identification, Placement and Review Committee), should be asked to fill out the parent information form at the time consent is sent for placement.

(b) That the Transportation Officer should, whenever possible, have the information provided on the form a week before transportation is required.

9. That when this committee adjourns, it stand adjourned, until the September meeting unless called for a special meeting by the Chairman of the Board.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

John Liddell, 1986 05 22 to 1986 06 27

Frank McCarty, 1986 05 26 to 1986 06 27

Lloyd Reid, 1986 05 27 to 1986 06 27

(b) That Martin Strobl be appointed to the Probationary Staff, effective 1986 09 01, with salary according to schedule.

(c) That the request of Margaret R. Webster for an extension of her Disability Leave, effective 1986 09 01, be granted.

(d) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective 1986 09 01:

Constance L. Hall (.5)	Diana M. Lew
Mary C. Hamilton	Jane E. Peacock
Barbara A. Jantzi	

(e) That the resignations of the following teachers, effective 1986 08 31, be accepted with regret:

Robert D. Bérubé
Monique A. Corbeil
Daniel J. Lefebvre

(f) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

William L. Brown	Patricia Gionet
Joanne Cayen	Renee Rinquette
Lyn C. Cole	Donald Rousson
Ronald Findlay	Gabrielle Shank

(g) That the appointment of Beverley Auty to the Probationary Staff, effective 1986 09 01, for Semester 1 only, with salary according to schedule and that she be transferred to an Elementary School as a music teacher as part of a reciprocal transfer commencing 1986 09 01 and concluding 1987 01 31, be approved.

(h) That the following teachers be appointed to the Permanent Staff, effective 1986 09 01, with salaries according to schedule:

James W. Braun	Melvin L. LaForme
Barbara J. Dabbs	Kathryn E. McCarroll
Jane E. Dawson	Elizabeth M. Unruh
Gayle M. Detenbeck	George G. Omorean
Patricia A. DiFrancesco	Donald A. Pente
(full-time semester 1)	Gordon M. Phillips
James A. Douglas	Steven E. Popek
David P. Elliott	Maryellen T. Rankin
Leeanne Greenwood	Katherine M. Scarth (4%)
Judith M. Hopkins	Olga P. Strychowsky
Frank W. Huskins	Barbara K. Swan
Karen J. Kasik	(full-time semester 1)
Theodore J. Kocznur	Michael E. Szkvara
Karen J. Kott	Mary P. Welsh
	Claire V. Wright

(i) That Johnny Ramoutar be reimbursed for his registration fee of \$255.00 for successful completion of the F.S.L. Part 1 Course.

(j) That Ronald S. Halmos be appointed Acting Vice-Principal of a Secondary School effective 1986 09 01, with salary according to schedule.

(k) That Erroll Ellis be appointed to Acting Vocational Assistant to the Principal, commencing 1986 09 01, with salary according to schedule.

(l) That the request of Myrna Mouland who is retiring on superannuation, effective 1986 06 30, be accepted with regret.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one secondary (composite) teacher attend the "O.C.T.E. Celebrating Language Conference" to be held at Toronto, Thursday, 1986 10 16 to Saturday, 1986 10 18 and that \$175.00 be paid towards registration and expenses.

(b) That the action of the Superintendent of Curriculum & Special Services in permitting three secondary (composite) teachers to attend the "PC-Based CADD Workshop, held at Cambridge, Ontario, Thursday, 1986 06 26 to Friday, 1986 06 27 and that \$295.00 each towards registration be paid, be approved.

(c) That one secondary (composite) teacher attend the "Congres Conjoint des Educateurs de Valeurs Humaines" to be held at Ottawa, Thursday, 1986 10 30 to Friday, 1986 10 31 and that registration and expenses be paid according to policy.

(d) That one alternative education teacher attend the "Ontario Association of Educators in Ontario Conference" to be held at Toronto, Wednesday, 1986 10 08 to Friday, 1986 10 10 and that \$170.00 be paid towards registration and expenses.

(e) That one teacher of alternative education attend the "Ontario Association of Educators in Ontario Conference" to be held at Toronto, Thursday, 1986 10 09 and that \$100.00 be paid towards registration and expenses.

(f) That the action of the Superintendent of Curriculum & Special Services in permitting two secondary (composite) teachers to attend the "8th Annual Conference on Sexuality" held at Guelph, Tuesday, 1986 06 10 to Wednesday, 1986 06 11 and that \$180.00 each towards registration and expenses be paid, be approved.

(g) That 4 secondary (composite) teachers attend the "Council of Drama in Education (C.O.D.E.) — "Making Connections" Conference to be held at Port Stanton, Ontario, Thursday, 1986 09 18

(evening) to Saturday, 1986 09 20 and that \$270.00 each be paid towards registration and expenses.

(h) That 3 secondary (composite) teachers attend the "Ontario Council of Teachers of English (O.C.T.E.) — Celebrating Language Conference" to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18 and that \$180.00 each be paid towards registration and expenses.

(i) That 1 Secondary (composite) teacher attend the "Ontario Council of Teachers of English (O.C.T.E.) — Celebrating Language Conference" as a presenter, to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18 at no expense to the Board.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services regarding The Educational and Occupational Aspirations of Ethnic Minorities in the Secondary School of Major Urban Areas of Canada be approved:

(a) That the request of Brock and Queens Universities that two secondary schools from this Board participate in a pilot survey "The Educational and Occupational Aspirations of Ethnic Minorities in the Secondary Schools of Major Urban Areas of Canada" be granted, the involvement on the part of our students to be voluntary, and, where applicable, with parental consent.

4. That the following report of the Microcomputer Advisory Committee be approved:

(a) That the staff allocation of microcomputer hardware be approved as follows:

Ministry Micros:

(i) That four of the five composite schools currently having only one lab receive a second lab for September, 1986, which are Sir Winston Churchill, Sir Allan MacNab, Sherwood and Westmount Secondary Schools.

Ministry Micros:

(ii) That the new micros purchased be the same as the initial labs (i.e., one IBM and three ICON labs).

5. That the following report of the French Language Advisory Committee be approved:

(a) That the French Language Advisory Committee supports the secondment of Richard Gauthier, as offered by the Ministry of Education, for consultative services in Mathematics.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Permanent Staff, effective 1986 09 01, with salaries according to schedule:

Jane Arthrell (.5)	Hope Leon
Maria Carbone	Gail Mote
Barbara Carey	Jacqueline Odoni
Heather Cavanagh	Elaine Panting
Elaine Chrystman	Carol Phillips
Dale Cornish	Priscilla Potvin
Nancy Crawford (.5)	Adele Rayment
Janet Dove	Colin Rees
Wilma Duncan	Helen Senson
Lori Firstbrook	Noreen Sim (.5)
Ellen Francis	Lynda Switzer (.5)
Heather Greenleaf	Heather Thompson
Jaroslawa Hrynyk	Barbara Tweedie (.5)
Mary Hyodo (.5)	Constance Vickruck
Brian Johnston	Laurie Waller
Kathryn Jones (.5)	Madeline Zurowski
Laura Kostur	

(b) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Christine Abi-Rashed	Sandra Dowhan
Suzanne Artt (.5)	Sandra Easterbrook
Carol Balint	Jane Edworthy
Juliana Balogh	Lee Emery
Laurie Barrette	Beth Fitzgerald (.8)
Mary Barton	Gylaine Fortin
Christine Beckett (.5)	Olive Francis
Anna Bozzo	Gail Frost
Marcia Brazel	Linda Geddes
Margaret (Peggy) Butler (.5)	James Geier
Charles Buttle	Alyson Gibson
Roma Buwalda	Steve Giftopoulos
E. Elizabeth Carey	Carole Goulet
Kimberley Carlsen	Sandra Gray
Linda Chittley	Lorna Hampson (.5)
Diane Clark	Kevin Heer
Steven Davidge	Michael Helt
Ghislaine Dean (.5)	Scott Hopkins
Helen Demczuk	Dwayne Horning

Michaeline Hughes
 Colleen Ireland
 Barbara Johnston (.5)
 Kevin Jones
 Colleen Kurtz (.5)
 Jay Kyle
 Marilyn Legault
 Carole Leish
 Marie Lemieux-McCluskey
 Helen MacFarlane (.8)
 Bruce MacPherson
 Toni Major
 Jody McGuffin (.5)
 Rita More
 Sheila Mowbray
 Carmel Murphy-Brogly
 Nancy Nancekivell
 David Neil
 Linda Paradis
 Diane Parente (.5)
 Eileen Patchett (.5)
 Linda Pearce
 Anna Lisa Pillinini

Louise Quinn
Cynthia Robinson
Christopher Rothwell
Cornelia Schuster
Sarah Schwenger
Penny Skolrood
Jeannette St. Pierre
Steve Staios
Pamela Swietek
Lynda Temple
Lori Teufel
Eleanor Thomas
Sherri Thomson
Rhona Trott
Loren Turchi
Patricia Vernon
Ann Walihura
Ian Waltenbery
Joy Warner (.5)
Jennifer Wilson
Lindsay Zablocki
Sharon Zabrock

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Christine Binicki, 1986 05 15 to 1986 06 20

Joanne Eaton, 1986 04 30 to 1986 05 23

1986 05 26 to 1986 06 06 (.5)

Gayle Heywood, 1986 09 03 to 1986 10 31,

1986 11 03 to 1987 02 27

Karen Shannon, 1986 09 08 to 1986 12 31

Judith Sutton, 1986 04 23 to 1986 06 27

(d) That the appointment of the following Occasional Staff teacher, approved at a previous meeting, be changed to become effective as shown:

Barbara Johnston, 1986 06 02 to 1986 06 13 (.5)

(e) That the resignations of the following teachers, effective as shown, be accepted with regret:

Catherine A. Webster, 1986 08 31

Bernadette C. Gallant, 1986 08 31

(f) That the requests of the following teachers for Maternal Leaves of absence, effective as shown, be granted in accordance with conditions governing Maternal Leaves:

Lorraine J. Jones, 1986 09 29 to 1987 01 02
 Diane Parente, 1986 06 28 to 1986 08 31
 Nancy R. Straitton, 1986 07 07 to 1986 10 31

(g) That the recommendation at the May Meeting for Martin Strobl's appointment to the Probationary Staff, be rescinded.

(h) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective 1986 09 01:

Barbara D. Brown	Susan J. Pilip (.5)
Barbara A. Burns	Elizabeth A. Poad
Dianne E. Danko (.5)	Jane M. Pogson
Dina M. Diadamo (.5)	Anne Puusepp
Sheila E. Ford (.5)	Carol Pyke
Susan N. Gadsby-Prest (.5)	Deborah K. Rundle (.5)
Sharon Kulpaka-Newman (.5)	Elayne B. Ruplen
Beverly A. Kurey	Arlene J. Sargeant
Jessie E. LaCombe (.5)	Jane G. Snider
Sharon A. Larlee	Kathleen M. Taylor (.5)
Valerie F. Lucas	Patricia A. Taylor (.5)
Maxwell A. Mitchell	Carrie A. Tyrosvoutis (.5)
Sharon L. Oulahen (.5)	

(i) That the request of Janice I. Park for an extension of her Parental Leave of Absence, effective 1986 09 01 to 1987 08 31, be approved.

(j) That Lane Hazelwood be transferred to the Secondary School panel as part of a reciprocal transfer for Semester 1 only, effective 1986 09 01 to 1987 01 31, be approved.

(k) That the contract for Lucille M. Laframboise be increased from .5 consultant, French Immersion, to full time for the period commencing 1986 09 01 to 1987 06 30, with salary according to schedule.

(l) That Diane M. Trembley-Griffin be appointed to the position of Primary Consultant for one year, effective 1986 09 01 to 1987 06 30, with salary according to schedule.

(m) That the request of the Ministry of Education for the part-time (30%) secondment of Linda R. Grant, effective 1986 09 01 to 1987 08 31, be granted.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That two teachers attend the "Canadian Association for Young Children Conference to be held at London, Ontario, Thursday,

1986 11 06 to Saturday, 1986 11 08 and that registration and expenses be paid according to policy.

(b) That two teachers attend the "Canadian Association for Young Children Conference" to be held at London, Ontario, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that expenses, less registration be paid according to policy.

(c) That 6 teachers attend the "Council of Drama in Education (C.O.D.E.) — Making Connections Conference" to be held at Port Stanton, Ontario, Thursday, 1986 09 18 (evening) to Saturday, 1986 09 20 and that \$270.00 each be paid towards registration and expenses.

(d) That 2 teachers attend the "Ontario Council of Teachers of English (O.C.T.E.) — Celebrating Language Conference" to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18 and that \$180.00 each be paid towards registration and expenses.

(e) That 1 teacher attend the "Ontario Council of Teachers of English Conference", as a presenter, to be held at Toronto, Thursday, 1986 10 16 (evening) to Saturday, 1986 10 18 at no cost to the Board.

3. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the National Conference '86 of the Canadian Association for Young Children to be held in London from Thursday, 1986 11 06 through Saturday, 1986 11 08, and that expenses be paid according to policy.

4. That the following requests regarding the "4 over 5" Plan be approved:

(a) That approval be granted for the request of Sydney Mandzuk for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Elementary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

(b) That approval be granted for the request of Nancy Martin for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Elementary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

Clause 5 in conflict with BMC — adopted at Board.

5. That the following report of the Microcomputer Advisory Committee be approved:

(a) That the staff allocation of microcomputer hardware be approved as follows:

Ministry Micros:

- (i) That the existing one half lab of ICONs at R. A. Riddell be up-graded to a full lab (i.e., buy one half lab of ICONs) and that one additional school be selected for a full lab of ICONs.

Non-Ministry Micros:

- (ii) That the balance of micros for "general allocations" to elementary schools for 1986-1987 be C-64 microcomputers.

6. That the following report of the Trainable Retarded Children's Advisory Committee be approved:

(a) That the secondary satellite programs for trainable retarded students be expanded to Westdale Secondary School, effective September 1986 into a fully integrated program (i.e. two teaching lines).

(b) That subject to continued Section 16 funding by the Ministry of Education, the Rygiel Home Classrooms (Section 16) be relocated into a community school effective 1986 09 02.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 07 02.

REPORT OF THE IN CAMERA SESSION OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Kennedy, Maguire, Ruddle, Vine, Webb, and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Mulholland and Rogers.

Officials Present: Mr. J. Penner (Deputy Business Administrator), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services).

The Committee recommends:

PART II

1. That the following recommendation of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the recommendation of staff regarding the special education student from R. A. Riddell be served at Buchanan Park, effective 1986 09 01, be approved.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 07 02.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
EIGHTH REPORT**

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, McMurrich, Mulholland, Clarke and Van Horne.

Also Present: Trustees Baskin, Kennedy, Lowe, Maguire, Ruddle and Vine.

Officials Present: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. J. Penner (Deputy Business Administrator), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. D. Kelterborn (Administrative Officer, Business Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Diane Sayers be appointed to the position of Counsellor (Special Needs - Adjustment), for a one year probationary period, effective 1986 09 01, with salary according to the School Social Worker (B.S.W. Level), salary schedule.

(b) That Margaret Piersanti, Clerical Staff, be promoted to the position of Textbook Administration Clerk - Purchasing, (Category B2, maximum \$336.36 per week), effective 1986 06 30, with salary according to the salary schedule.

(c) That an additional position of Data Control Clerk, Computer Services, Category C, be established (maximum \$363.60 per week), effective July, 1986.

(d) That the request of Jack Megles, Administrative Staff, for a leave of absence for personal reasons be granted, effective 1986 07 01 to 1986 07 31.

(e) That a grant application in the amount of \$18,861.00 to Employment and Immigration Canada - Job Development Branch for a Public Information Assistant, at no cost to the Board, be approved.

(f) That a grant application be approved, in the amount of \$32,962.00 to Employment and Immigration Canada - Canada

Works Section 38, for three Graphic Artists. This project would run from July to December, 1986, at no cost to the Board.

(g) That the action of the Secretary-Treasurer and Business Administrator in permitting three Supervisory Foremen and one Foreman to attend the O.A.S.B.O. (Ontario Association of School Business Officials) Workshop on Operations, Maintenance and Construction, to be held at Kitchener, 1986 07 02-04, and that registration and expenses be paid according to policy, be approved.

(h) That one Business Official be requested to attend the 72nd Annual A.S.B.O. (Association of School Business Officials) Meeting, to be held at San Francisco, California, 1986 10 19-23, and that registration and expenses be paid according to policy.

(i) That two representatives of the Personnel Department be requested to attend the workshop on Collective Bargaining and Fact Finding, to be held in Toronto, 1986 09 12, and that \$190 each be paid towards registration.

2. That the Board of Education for the City of Hamilton endorse the action taken by the City of Hamilton and the Region of Hamilton-Wentworth in directing the Regional Solicitor to submit a Brief to the Standing Committee of the Province supporting an application for Private Legislation by the St. Elizabeth Home Society and requesting the Bill be amended to provide for no retroactivity prior to January 1, 1986.

3. That clauses 1(a), (b), (c), (d), 3(a), (b), (c), 4(a), (b), (c) and (d) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Robert MacLennan be appointed to the position of Secondary School Foreman, (Administrative Category 14 - \$32,028 maximum), for a one year probationary period, effective 1986 06 16, with salary according to the salary schedule.

(b) That the resignation of Janice M. Austin, Clerical Staff, be accepted, effective 1986 07 04.

(c) That the resignation of Catherine Elizabeth Wright, Clerical Staff, be accepted, effective 1986 06 27.

2. That the request from residents of the Fessenden Neighbourhood for the installation of a creative playground at Sir

Allan MacNab Secondary School be approved in principle, and that the usual committee be struck to plan the arrangement.

3. That the cost deviation report with respect to the secondary panel be approved in the amount of \$983.00.

4. That clauses 1(i), 2(a), (b), (c), (d), (e), (f), (g), (h), and 4(a) (i) and (ii) of the report of the Education Management Committee be approved.

PART II

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Susan Radford be appointed to the position of School Social Worker, (B.S.W. Level), for a one year probationary period, effective 1986 09 01, with salary according to schedule.

(b) That Monica Vicencio-Gonzalez be appointed to the position of School Social Worker (B.S.W. Level), for a one year probationary period, effective 1986 09 01, with salary according to schedule.

(c) That Barbara Spiak be appointed to the position of Community School Leader - Continuing Education (Administrative Category 17 - maximum \$31,023) for a one year probationary period, effective 1986 09 01 at a starting salary of \$23,000 per annum (not subject to review for the 1986-87 school year).

(d) That the position of Co-ordinator of Lunchroom Programs be extended for the 1986-87 school year.

(e) That Shirley A. Smith, Clerical Staff, be promoted to the position of Elementary School Secretary, (Category C, maximum \$363.60 per week), effective 1986 08 25, with salary according to the salary schedule.

(f) That Gail Whitelaw, Clerical Staff, be promoted to the position of Elementary School Secretary, (Category C, maximum \$363.60 per week), effective 1986 08 25, with salary according to the salary schedule.

(g) That Marjorie Bowker, Clerical Staff, be promoted to the position of Second Secretary - Memorial, (Category B2, maximum \$336.36 per week), effective 1986 08 25, with salary according to the salary schedule.

(h) That effective 1986 09 01, Jennifer Long be returned from a Maternal Leave of Absence and appointed to the position of School Social Worker (B.S.W. Level), with salary according to schedule.

(i) That Trisha Donnelly be confirmed in the position of School Social Worker (B.S.W. Level), effective 1986 09 01.

(j) That Margaret Tombolini be confirmed in the position of School Social Worker (B.S.W. Level), effective 1986 09 01.

(k) That Joan Altorf, Teacher Aide Staff (Special Education), be granted a Personal Leave of Absence, effective 1986 09 01 until 1987 06 30.

(l) That the resignation of Jayne Anne Sexton, Teacher Aide Staff, be accepted, effective 1986 06 17.

2. That the following report re elementary school recipients of trust fund awards for the school year 1985-86 be approved, as presented to the members.

TRUST FUND RECIPIENTS — 1986

Award	Recipient	School
George R. Allan	Julie Goruk Colin Meldrum	George R. Allan
Alfred Morrell	Christopher Maybury Pierre Maurice Jacqueline Willbanks	W. H. Ballard
E. E. Parkhouse	Stephen Gauldie	Dalewood
Frank Magee	Steven Adoranti	Central
John McCullough	Melanie Currie Steven Adoranti	Central
Sir John M. Gibson	Jennifer Cairns Sean Regan Laura Kaduk Shawn Andress	Central Gibson
Hess Street Reunion	Susan Tran Viengnguene Chai	Hess Street
L. George Russell	Kelly Evans Rhoda Machida	Glen Echo
Muriel Eastman	Joanna Axiak	Prince of Wales
Ruth Cole	Kelli O'Connor	Queen Victoria
William A. Lees	1. Roaina Hylton 2. Nancy Laetsch 1. Dwayne Baker 2. Mark Hansen	Adelaide Hoodless tied
Susan Bennetto	Erroll Jones	Bennetto

H. H. Lowden	Lisa Snape	Centennial
	Marco Dos Santos	
	Rebekka Hansen	
	Heather Davidson	
Vern Ames	Sandra Smoke, John Hanson, Greg Brawn, Dawn Giulekas, Brad Bart, Robb Ratcliff, Guy Dang, Tammy Kusch, Nebojsa Wrbaskic, David Richards, Andrea Hamel, Leslie Jennings, Mark Ross, Melanie Price, Jeffery Wicks, Leanna White, Les Smith, Brenda Fletcher, Ray Kovarik, Mahishini Mahendran, Julie Ann Upson, Guy Rispoli, Oliver Mann and Brett Alexander.	

3. It is recommended that:

(a) Bus supervisors be assigned to buses carrying junior kindergarten pupils, in the morning in addition to the afternoon run.

(b) Bus supervisors be withdrawn from buses serving Chedoke School as positions become vacant to determine if there is a need for a supervisor on buses carrying only middle school students and report back to the Board with the results.

4. That final plans and specifications for the G. L. Armstrong School addition be approved as presented to the members, and that authorization be granted for the calling of tenders.

5. That the cost deviation report with respect to the elementary panel be approved in the amount of \$6,760.00.

6. That clauses 2(a), (b), (c), (d), 3(a), 6(a) and (b) of the report of the Education Management Committee be approved.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 07 03.

ADDENDUM

The following motion was considered at the 1986 07 03 meeting of the Business Management Committee, and was LOST:

PART II

1. That clauses 5(a) (i) and (ii) of the report of the Education Management Committee be approved.

See Board of 1986 07 10.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, Mulholland and Rogers.

Officials Present: Messrs. Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services) and Penner (Deputy Business Administrator.)

The Committee recommends:

GENERAL

1. That the following report of the Affirmative Action Committee be approved:

(a) That Linda Sproule-Jones be appointed to the position of Affirmative Action Co-ordinator, for a one-year term appointment effective from 1986 09 02 until 1987 08 31, at a salary of \$2,500 per month.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That David A. Didur be returned to the position of Acting Head of a Mathematics Department, effective 1986 09 01, with salary according to schedule.

(b) That William K. Ferris be returned to the position of Head of a Business Department, effective 1986 09 01, with salary according to schedule.

(c) That Donald A. Roppel be appointed Acting Principal, effective 1986 09 01, with salary according to schedule.

(d) That James G. Ruddell be appointed Acting Vice-Principal, effective 1986 09 01 with salary according to schedule.

(e) That James M. Reiser be appointed Acting Assistant Head of a Technical Department, effective 1986 09 01, with salary according to schedule.

(f) That Beverley E. Mitchell be appointed to the Permanent Staff, effective 1986 09 01, with salary according to schedule.

(g) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Wanda U. Bielak

Betty Jean Robinson

(h) That David H. Lowden be returned to the position of Vice-Principal of a Composite Secondary School, effective 1986 09 01, with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 07 10.

REPORT OF THE SPECIAL MEETING OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddie, Vine and Webb.

Officials Present: Messrs. Cartmell (Secretary-Treasurer and Business Administrator), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Penner (Deputy Business Administrator) and Sinclair (Manager, Personnel and Employee Relations).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That Miss Carolyn Taylor be appointed to the position of Research Assistant - Statistics (Administrative Category 15 - maximum \$31,300) for a one year term effective 1986 09 02 until 1987 08 31 at a salary of \$23,500.

(b) That the resignation of Mrs. Bernita Myers, Speech Therapist be accepted effective 1986 07 31.

Respectfully submitted,

SANDI BELL,
Chairman.

Committee Room,
1986 07 10.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Mulholland, Baskin, Lowe and Van Horne.

Officials: Mr. R. S. Cartmell (Secretary-Treasurer and Business Administrator), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. L. Stockwell (Area Superintendent), and Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. (a) That the clerical and secretarial staff employed in Elementary, Vocational Secondary Schools and the Education Centre be granted a 4.25% across-the-board salary increase effective 1986 09 01 to produce the following salary schedule:

Category	Minimum	Maximum
A-B	\$288.89	\$340.00
B2	300.33	355.00
C	346.09	385.00
C2	362.10	400.00
D	375.82	425.00
E	398.70	444.25
F	417.01	461.21
F2	435.77	479.34
G	454.00	509.26

If the employee is at maximum salary of the category as of September 1, 1986, the employee will receive the new maximum salary of the category.

- (b) (i) Effective September 1, 1986, the Dental Plan with benefits equivalent to the Blue Cross Plan No. 7 shall reimburse a claimant 75% of the cost of the insured services (not to exceed 75% of the 1985 O.D.A. rate schedule) with a maximum benefit of \$1,000 per claimant per insurable year.
- (ii) Effective September 1, 1986, the Board will contribute 75% of the premium cost for \$5,000 group life insurance for regular part-time clerical and secretarial staff.
- (iii) The full amount of the U.I.C. Rebate shall accrue to the credit of Board as in the past.
- (iv) That the present maximum reimbursement for Tuition Fees under the present policy (currently \$200 per annum)

be increased to \$400 per annum effective for the 1986-87 school year.

- (v) That effective 1986 09 01, the position of 2nd secretary in Vocational Secondary Schools shall be classified in Category B2.

- (vi) Effective the 1987 vacation year, employees who have attained twenty-seven (27) years' service with the Board prior to September 1st in any year shall be entitled to six (6) weeks' vacation with pay.

2. That the salary schedule for the Supervisor of Psychological Services and the Supervisor of Research be increased by 4.25% across-the-board effective 1986 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$56,038
1	57,423
2 or more	60,137

3. (a) That the salary schedule for Psychological Consultants (Non-Teaching) be increased by 4.25% across-the-board effective 1986 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$26,059
1	27,532
2	29,004
3	30,477
4	31,951
5	33,424
6	34,897
7	36,369
8	37,843
9	39,315
10	40,788
11	42,261

- (b) That effective 1986 09 01, Psychological Consultants (Non-Teaching) be paid an extra degree allowance in the amount of \$653 per annum for Ph.D. Level only.

4. (a) That the salary schedule for School Social Workers (BSW level) be increased by 4.25% across-the-board effective 1986 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$21,893
1	22,935
2	23,978
3	25,020
4	26,063
5	27,105
6	28,148
7	29,190
8	30,233

- (b) That the salary schedule for Social Workers (MSW Level) be increased by 4.25% across-the-board effective 1986 09 01, to produce the following salary schedule:

Years of Experience	Salary
0	\$26,059
1	27,249
2	28,438
3	29,628
4	30,817
5	32,008
6	33,196
7	34,387
8	35,576
9	36,766
10	37,955
11	39,315

- (c) That effective 1986 09 01, the extra degree allowance paid to Social Workers (MSW Level) for Ph.D. Level only be increased by 4.25% to produce \$653 per annum.
5. That the salary for the position of Affirmative Action Co-Ordinator be established at \$2,500 per month for the period 1986 09 02 until 1987 08 31.
6. That the Board grant a 4.25% salary increase to Summer Skill School teachers effective for the 1986 Summer Skill Programme to produce the following rates of pay:

Non-certificated teachers (previously \$702.65)	\$732.51
Certificated teachers (or experienced non-certificated teachers) (previously \$819.41)	\$854.23
Co-Ordinator (previously \$409.93)	\$427.35

7. That the Board grant a 4.25% salary increase to non-certificated night school teachers effective 1986 09 01, to produce the following rates of pay:
- | | |
|---|------------------------------------|
| Experienced Teachers
(previously \$17.09 per hour) | \$17.82 per hour of
instruction |
| Non-Experienced Teachers
(previously \$15.88 per hour) | \$16.55 per hour of
instruction |
8. That the Board grant a 4.25% salary increase to teachers in Adult Day School, Heritage Language, E.A.S.L. and L.O.N.A.R. effective 1986 09 01, to produce the following rates of pay:
- | | |
|--|------------------------------------|
| Certificated Teachers
(previously \$19.53 per hour) | \$20.36 per hour of
instruction |
| Non-Certificated Teachers
(previously \$17.09 per hour) | 17.82 per hour of
instruction |
| Non-Experienced Teachers
(previously \$15.88 per hour) | 16.55 per hour of
instruction |
9. That the Board grant a 4.25% salary increase to Itinerant Teachers and Violin Teachers effective 1986 09 01, to produce the following rates of pay:
- | | |
|--|------------------------------------|
| Itinerant Teachers and Violin
Teachers
(previously \$19.53 per hour) | \$20.36 per hour of
instruction |
|--|------------------------------------|
10. That effective 1986 09 01, the responsibility allowance paid to the teacher in charge of administration of the Violin Programme be increased by 4.25% to produce \$2.09 per hour.
11. That the Board grant a 4.25% salary increase to evening school secretarial staff effective 1986 09 01, to produce the following rates of pay:
- | | |
|--|-----------------|
| Experienced (previously \$8.02 per hour) | \$8.36 per hour |
| Inexperienced (previously \$6.93 per hour) | 7.22 per hour |
12. That effective 1986 09 01, the daily supply teaching rates of pay be increased by 4.25% to produce the following rates of pay:
- | | |
|---|--|
| Degree Teachers
(previously \$67.16) | \$70.01 (rate included 4%
vacation pay) |
| Non-Degree Teachers
(previously \$54.94) | 57.28 (rate includes 4%
vacation pay) |

13. That effective the 1986 summer, summer curriculum writers be paid \$366.33 per week.
14. (a) That Administrative Staff, Categories 25 to 1 inclusive, be granted a 4.25% across-the-board salary increase effective 1986 09 01, to produce the following salary schedule:

Category	Position	1986-87 Maximum Salary
25	Developmental Specialist (Minimum—\$18,765)	\$20,850
24	Equipment Repair Technician II	26,250
	Science Technician	
	Employee Records Co-Ordinator	
21	Lunchroom Co-Ordinator	28,838
	Administrative Assistant—Media Services	
	Inspector/Draftsman	
	Library Assistant (BLS)	
	Accounting Analyst	
	Senior Computer Operator	
	Audio Visual Technician	
	Procedures and Forms Co-Ordinator	
	Auditor Trainee	
	Equipment Repair Technician	
	Supervisor, Secretarial Services	
19	Secretary to the Director	30,572
	Building Analyst	
17	Financial Analyst	32,341
	Intermediate Auditor	
	Administrative Assistant—Secondary Schools	
	Sports Convenor	
	Community School Leader—Continuing Education	
15	Technical Assistant—Audio Visual	32,630
	Buyer	
	Programmer	
	Research Assistant—Statistics	
	Supervisor—Administrative Services	
14	Administrative Secretary	33,389
	Maintenance Foreman	
	Grounds Foreman	
	Education Centre Foreman	
	Secondary School Foremen	

12	Senior Programmer Safety Supervisor Equipment Services Supervisor	34,655
11	Personnel Assistant Personnel Analyst Budget Analyst Supervisory Foremen Supervisor of Maintenance	35,966
10	Information Officer Supervisor of Transportation Supervisor of Accounts Payable and Assessment Programmer Analyst	37,473
9	Librarian (Education Centre) Senior Accounting Analyst	38,919
8	Speech Therapist (Minimum \$30,931)	39,830
7	Payroll Supervisor Internal Auditor Programming Supervisor (Computer Services) Supervisor of Systems	41,267
6	Staff Assistant, Engineering	43,616
5	Administrative Officer, Business Services Purchasing Agent Accounting Supervisor	47,188
4	Superintendent of Plant Operations Budget Supervisor Superintendent of Maintenance and Engineering	51,024
3	Manager of Computer and Technical Services	53,109
2	Manager, Accounting and Budget	55,144
1	Manager, Personnel and Employee Relations Deputy Administrator, Buildings Deputy Business Administrator	65,875

- (b) Effective the 1986 vacation year, employees who have attained twenty (20) years' service with the Board prior to September 1st in any year shall be entitled to five (5) weeks' vacation with pay. Effective the 1987 vacation year, employees who have attained twenty-seven (27) years' service with the Board prior to September 1st in any year shall be entitled to six (6) weeks' vacation with pay.
- (c) Effective September 1, 1986, the Dental Plan (with benefits equivalent to Blue Cross Plan No. 7) shall reimburse a claimant 75% of the cost of the insured

services (not to exceed 75% of the 1985 O.D.A. rate schedule) with a maximum benefit of \$1,000 per claimant per insurable year.

- (d) That effective 1986 07 01, the position of Library Assistant, Elementary Schools (Administrative Category 24) be reconstituted and classified as Administrative Assistant, Media Services (Administrative Category 21).
- (e) That the position of Lunchroom Co-Ordinator be reclassified effective 1986 09 01 from Administrative Category 24 to Administrative Category 21.
- (f) That the Administrative increments be amended effective 1986 09 01, as follows:

Categories 25 to 11	\$ 750 (previously \$650)
Categories 10 to 5	\$ 750 (previously \$700)
Category 8	\$1,000 (no change)
Categories 4 to 2	\$1,000 (no change)
Category 1	\$1,200 (no change)

- 15. That Senior Officials be granted a \$3,415 across-the-board salary increase effective 1986 09 01, to produce the following salary schedules:

- (i) That the Associate Superintendent of Curriculum and Special Services and Area Superintendents of Education receive a \$3,415 across-the-board salary increase effective 1986 09 01, to produce a minimum salary of \$68,338 and a maximum salary of \$70,784.
- (ii) That the Superintendent of Curriculum and Special Services, Superintendent of Operations and the Business Administrator/Treasurer receive a \$3,415 across-the-board salary increase effective 1986 09 01, to produce a minimum salary of \$71,584 and a maximum salary of \$77,323.
- (iii) That the Director of Education/Secretary receive a \$3,415 across-the-board salary increase effective 1986 09 01, to produce a maximum salary of \$85,305.

Respectfully submitted,

Miss H. DETWILER,
Chairman.

Committee Room
1986 07 02.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 08 28.

Present: Ruth Van Horne (Chairman), Trustees Clarke, Deans, Detwiler, Flaherty, Frosina, Hicks, Macaluso, Maguire, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. K. A. Rielly (Superintendent of Operations) and Mr. J. Penner (Deputy Business Administrator).

Also Present: Mr. H. Paquin (Chairman - French Language Advisory Committee).

The special meeting was called to order to consider the report of the special meeting of the Education Management Committee and to receive an update with respect to Bill 30 and Bill 75.

Moved by Mrs. Clarke, seconded by Mrs. Deans: That Part One of the special report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Clarke, seconded by Mr. Ruddle: That Part Two of the special report of the Education Management Committee be and the same is hereby adopted. Carried.

Updates from the officials regarding Bill 30 and Bill 75 were given to the trustees. Both Bills received Royal Assent this summer.

With respect to Bill 30, Mr. Rielly indicated discussions with the Hamilton-Wentworth Roman Catholic Separate School Board have progressed well. Fifteen teachers were designated as losing their positions, six teachers have accepted positions with the Separate School Board, five teachers have been re-hired by this Board, and four teachers remain to be hired. The remaining four teachers were offered positions by the Separate School Board, but they declined these positions.

Mr. Penner then addressed the matter of properties. Bill 30 stipulates that no transfers will take place for five years unless there is mutual agreement, and Bill 30 stipulates the selling price will be \$1.00. The Government will provide a one-time grant to the originating Board of \$500 per pupil place.

The receiving Board would then take over all debenture payments.

Trustee Hicks asked about the fact that transfers are to take place in five years, and if the two Boards cannot agree, does this mean the Ministry will intervene after the five years? Mr. Penner agreed that is correct.

Details on Bill 75 were then discussed.

Trustee Vine asked if any of the Board's concerns were addressed, and the Chairman replied that she noted several things were not addressed, such as negotiations and appeals.

Mr. Penner reviewed several of the pertinent sections of Bill 75, and he advised the trustees that they will be meeting with the Minister and the Board's solicitor.

Trustee Vine had concerns on the Board's liability in making such a decision — how long does the Board have to decide whether to have an instructional unit?

Mr. Rielly replied the French Language Education Council has to be in place by December 1986.

Trustee Deans was very concerned that Bill 75 has been passed without any acknowledgement of the Hamilton Board's concerns.

Trustee Webb understood that if this Board did not have Vanier, Bill 75 would be an interesting bit of legislation and it would not have the same impact. Is it in the power of the Board not to operate that school?

Mr. Rielly replied that with respect to the administration of Vanier, this would have to be negotiated with the Separate School Board in conjunction with Bill 30, and probably also with the consent of the French-speaking community.

Trustee Detwiler thought it is logical for Vanier to be with the Separate School Board, but Mr. Rielly emphasized this would need to be raised at the French Language Advisory Committee first.

Mr. Paquin commented the members of the French Language Advisory Committee are satisfied with the programme offered by the Board, and the committee wants Vanier to stay with the public Board.

Trustee Vine was very concerned with the fact the French-language section of the Board would have exclusive rights to make certain decisions for a small number of students. How can the Board accept one school being treated differently? If it means losing a school Trustee Vine cares for, then this will have to happen.

The Chairman assured the members that she will meet with the Director with regard to the setting up of the French Language Education Council, and it is the intention that a special meeting will be called to further address these concerns.

This meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Deans, Maguire, Ruddle, Vine, Webb and Van Horne.

Also Present: Trustees Detwiler, Flaherty, Frosina, Hicks, Macaluso, Mulholland, and Rogers.

Officials Present: Messrs. Rielly (Superintendent of Operations), and Penner (Deputy Business Administrator).

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Marie Josee Bastien Breton
Monique L'Herault
Sam Santucci
Darlene Tylee

(b) That the following teachers be appointed to the positions of Acting Head of Family Studies, effective 1986 09 01, with salaries according to schedule:

Joanne Cameron
Susan E. McBurney-Fowler

(c) That Al Ridley be appointed to the Probationary Staff, effective 1986 09 08, with salary according to schedule.

(d) That Mary Cosic be appointed to the position of Acting Department Head of Languages, effective 1986 09 01, with salary according to schedule.

(e) That Kenneth M. Hall be appointed to the position of Acting Principal of a Composite Secondary School, effective 1986 09 01, with salary according to schedule.

(f) That Raymond W. Smyth be appointed to the position of Acting Vice-Principal of a Composite Secondary School, effective 1986 09 01, with salary according to schedule.

(g) That Deborah McAlpine be appointed to the Temporary Staff, effective 1986 09 01 to 1987 06 30.

(h) That John C. Kirkland be appointed to the Probationary Staff, effective 1986 09 01, with salary according to schedule.

(i) That Erin L. Gibson be appointed to the Permanent Staff, effective 1986 09 01, with salary according to schedule.

(j) That Jacqueline Norris be transferred to the Secondary School Panel, from the Elementary Panel, as a Probationary Teacher, effective 1986 09 01, with salary according to schedule.

(k) That Alexander MacFarlane be appointed to the position of Acting Head of Science of a Composite Secondary School effective 1986 09 01, with salary according to schedule.

(l) That Marc Gaulin be appointed to the position of Acting Head of the Social Sciences Department at Georges P. Vanier, effective 1986 09 01, with salary according to schedule.

(m) That Denyse Beauchemin be appointed to the position of Acting Head of the Francais Department at Georges P. Vanier, effective 1986 09 01, with salary according to schedule.

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teacher be appointed to the Permanent Staff, effective 1986 09 01, with salary according to schedule:

Dino Crapsi

(b) That the following teachers be appointed to the Probationary Staff, effective 1986 09 01, with salaries according to schedule:

Dale Judd

Carma McKay (.5)

Ann A. Cucuz

Therese van der Spuy

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 08 28.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 09 11.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. K. A. Rielly (Superintendent of Operations), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. S. Rogers (Administrative Secretary).

The minutes of the last regular and special meetings were adopted as presented to the members.

A moment of silence was observed for three members of staff who recently passed away: Donna Gowans, Speech Correctionist; Walter Gasparik, Academic Assistant to the Principal at Parkview School, and Marjory Whyte, from the Cleaning Staff.

Presentations by Mr. D. McCoy on behalf of the Canadian Cancer Society were then made to the Chairman and to Mr. John Nugent, Supervisor of Art. The Chairman accepted a plaque on behalf of the Board's team who participated in the Great Ride to Beat Cancer, for the team raising the most funds and to Mr. Nugent, who was presented with a ten-speed bicycle for the most pledges raised by an individual.

The Board then welcomed two visitors from Italy, the Honourable Giacomo Troja and Dr. Mario Bacherini, who are in Hamilton for a conference on multiculturalism during Festitalia. Mr. Di Ianni remarked these gentlemen are instrumental in ensuring successful student exchanges between Italy and Canada.

Communications from the Ministry of Education regarding the Kapuskasing Board of Education resolution on

retirement gratuity financing policies, notes of thanks from Bill Millar, Al Shupe and Bettie Eldridge for their gratuities, and the Canadian Cancer Society announcing the results of team contributions during the Great Ride to Beat Cancer were read to the members. These were received and ordered filed.

Committee reports were presented as follows:

Education Management Committee and Special Reports
— Mrs. Clarke

Business Management Committee — Mr. Mulholland

Salary Committee — Miss Detwiler.

Moved by Mrs. Clarke, seconded by Mr. Maguire: That the General part of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mr. Mulholland, seconded by Miss Cunningham: That the General Part of the report of the Business Management Committee be and the same is hereby adopted.

Moved in amendment by Mr. Maguire, seconded by Mr. McMurrich: That item one under General Business in the Addendum be put back into the report of the Business Management Committee.

Trustee Maguire felt the resolution was not given appropriate consideration at committee level, and he cited the example of students close to finishing their secondary school years, and entering university.

Trustee Deans opposed the motion to lift as she believed that labour relations are very important. Trustee Detwiler opposed the amendment as well and suggested the Minister of Education amend Bill 100 to prevent future strikes. Trustee Mulholland could see support of the O.S.T.C. resolution as prolonging a strike, but Trustee McMurrich felt the Board should keep the goal in mind of its prime concern being for the education of the children in this City, and for that reason, he supported the amendment.

In closing debate on the amendment, Mr. Maguire did not think such a resolution would prolong a strike nor would it take away the right to strike.

The amendment was put to a vote and was defeated.

The report was then adopted.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That the General Part of the report of the Salary Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Clarke, seconded by Mrs. Baskin: That the report of the Planning Session, as presented to the members, be and the same is hereby adopted. Carried.

Moved by Mr. Hicks, seconded by Mr. Mulholland: That the Hamilton Board of Education use an "open invitation format" in selecting the Consultant.

Trustee Hicks believed it is important that the public sees an open invitation when the Board selects a Consultant. It would be wrong to invite only four or five to bid.

Trustee Deans supported the motion, but Trustee Detwiler recalled there were reasons for not going this route.

The Chairman replied it is easier and less time consuming to go with a limited number of applicants.

Miss Detwiler then asked what would happen if the Board received twenty replies? The Chairman replied the Board would need to decide on the process.

Trustee Baskin could see no harm with the proposed motion, but Trustee Vine expressed concern on the amount of time the members would need to review the bids.

Trustee Hicks felt these concerns could be addressed in guidelines and terms which would be included with the invitation.

Moved in amendment by Mrs. Vine, seconded by Mr. Kennedy: That firms responding to the open invitation be requested to submit a résumé to be reviewed by the Board.

Trustee Hicks opposed the amendment since the intent is for the firms to give all the information required, but Trustee Kennedy supported the amendment. He saw it as streamlining the procedure.

Trustee McMurrich had concerns of this adding another step, and Trustee Webb had difficulty with the amendment as well.

Trustee Vine felt the amendment will streamline the process. It was also Trustee Vine's concern that the Board

adheres to its time lines in this regard, and that the Board will have this completed by the end of this term.

The amendment was defeated.

Trustee Flaherty did not think a consensus was reached during the Planning Session on limiting the number, and thereby he supported the motion. Trustee Cunningham also supported the open invitation.

The original motion was then adopted.

PART I

Communications from the Lawrence Family and Gasparik Family thanking the Board for its expressions of sympathy were read to the members. These were received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Macaluso: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mr. Mulholland, seconded by Canon Rogers: That Part One of the report of the Business Management Committee be and the same is hereby adopted.

Trustee Macaluso declared possible conflict of interest in this report, and did not vote nor debate on the issue.

A point of clarification requested by Trustee Hicks was that of item two, regarding the Horse Show. Mr. Penner assured the members the criteria will be developed, and then brought back to the Business Management Committee and Board for final approval.

The report was adopted.

Moved by Miss Detwiler, seconded by Mrs. Lowe: That Part One of the report of the Salary Committee be and the same is hereby adopted. Carried.

PART II

Communications from James A. Dowall and J. Isabelle Pugh thanking the Board for their gratuities were read to the members. A communication from the Laurier Playground Fundraising Committee thanking the Board for the donation of land for its playground was also read to the members. These were received and ordered filed.

A further communication from the Hamilton-Wentworth Roman Catholic Separate School Board requesting reconsideration of its lease at Norwood Park, which is to expire in September 1987 was read.

The members agreed an appropriate response be sent to the Separate School Board indicating its decision made in May 1986.

Trustee Deans objected to the manner in which the Separate School Board was dealt with.

Moved by Mrs. Clarke, seconded by Mrs. Vine: That Part Two of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mr. Mulholland, seconded by Mr. Hicks: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Under Unfinished Business, the Chairman advised the Board of the status of the report of the Committee re Mandatory Retirement since it was expected to report to this meeting. Mrs. Van Horne pointed out the committee will meet in September, and then report in October.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

NINTH REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Gallagher, Kennedy, Maguire, Ruddle, Vine, Webb, and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved, as amended:

(a) That the appointment of Mr. Ronald Kennedy to the position of Area Superintendent be extended for an additional one year term, effective 1986 09 01, with salary according to schedule pending the report of the Consultant's study.

(b) That the Director attend the Annual Fall Conference of the Ontario Public School Director's Association to be held at Toronto, Thursday (evening), 1986 09 25 and Friday, 1986 09 26 and that expenses be paid according to policy.

(c) That one Area Superintendent attend the "Canadian Council for Inner City Education 1986 National Conference" to be held at Edmonton, Alberta, Wednesday, 1986 11 19 to Saturday, 1986 11 22 and that registration and expenses be paid according to policy.

(d) That one Area Superintendent attend the OAEAO Internship Program to be held at Toronto, commencing Tuesday, 1986 10 28 and that registration and expenses be paid.

(e) That one Area Superintendent attend the 1986 Convention of the Canadian Education Association to be held at Winnipeg, Manitoba, from Saturday, 1986 09 13 to Tuesday, 1986 09 16, and that expenses be paid according to policy.

(f) That the Supervisor of English be permitted to attend the "International ORACY Conference" to be held at East Anglia University, Norwich, England, from Monday, 1987 03 30 to Saturday, 1987 04 03, and that \$500 be allocated for registration and expenses.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the History Supervisor attend the "Audit '86: Basic Level Education Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$225 be paid towards registration and expenses.

(b) That the Supervisor of Family Studies attend the "All in the Family Conference" to be held at Guelph, Saturday, 1986 09 20 and that \$80 be paid towards registration and expenses.

(c) That the Supervisor and one Consultant of Music attend the "Ontario Music Educators' Association Conference '86" to be held at Toronto, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$135 each be paid towards registration.

(d) That the Supervisor of Technical Studies attend the Mohawk College Advanced Technology Partnerships to be held at San Francisco, California, Tuesday, 1986 10 21 to Sunday, 1986 10 26 and that expenses be paid according to policy.

(e) That the Family Studies Supervisor attend the "Ontario Family Studies / Home Economics Educators Association Conference" to be held at Toronto, Thursday, 1986 11 13 to Friday, 1986 11 14 and that \$100 be paid towards registration and expenses.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That up to three staff from the Adjustment Services Department attend the Young Offenders' Act Symposium to be held at Toronto on Sunday, 1986 09 21 and Monday, 1986 09 22, and that \$80 each be paid towards the cost of registration and expenses.

(b) That the Supervisor of Adjustment Services attend the 76th International Association of Pupil Personnel Workers' Conference to be held at Lexington, Kentucky, from Sunday, 1986 10 12 to Wednesday, 1986 10 15, and that his expenses be paid according to policy.

(c) That one Special Education Consultant attend a conference on the Issues and Directions in Gifted Education, sponsored by the

Ministry of Education, to be held at Toronto from Thursday, 1986 10 16 to Saturday, 1986 10 18, and that \$45 be paid towards expenses.

(d) That one Primary Consultant attend the National Early Childhood Conference on Children with Special Needs to be held at Louisville, Kentucky, on Sunday, 1986 10 19 to Tuesday, 1986 10 21, and that expenses be paid according to policy.

(e) That the request of the McMaster University School of Social Work that the Board of Education provide field experience in the Adjustment Services Department be granted and that, subject to the approval of the Associate Superintendent of Curriculum and Special Services, up to five Social Work students be accepted for placement.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the request of David A. Wayne for a Personal Leave of Absence be granted effective 1986 09 01 to 1987 08 31.

(b) That the request of Tamara Warren for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves and that this Leave be followed by a Parental Leave of Absence, effective 1986 11 10 to 1987 04 10.

(c) That the appointment of William L. Brown to the Probationary Staff, effective 1986 09 01, that was approved at a previous meeting, be rescinded.

(d) That the following teachers be appointed to the Permanent Staff, effective 1986 09 01, with salaries according to schedule:

Anita E. Darrell

William J. Holinaty

Patrizia C. Vitucci-Di Santo

Anne Marie M. Wilson

(e) That the following trips be approved:

(i) Barton, various grades, Algonquin Park, Outdoor Education, 1986 10 01-04 (Wednesday to Saturday)

(ii) Delta, Grades 11 & 12, Rockwood Conservation Area, Outdoor Education, 1986 09 21-23 (Sunday to Tuesday)

(iii) Scott Park, Grade 9, Kelso Conservation Area, Outdoor Education, 1986 09 25-26 (Thursday and Friday)

(iv) G.H.A.C. Reps — Alpine Skiing, Collingwood, 1987 02 23-24 (Monday and Tuesday)

(v) G.H.A.C. Reps — Girls' Field Hockey, Ottawa, 1986 10 30 to 1986 11 01 (Thursday to Saturday)

(vi) G.H.A.C. Reps — Cross Country, North Bay, 1986 11 04-06 (Tuesday to Thursday)

(vii) G.H.A.C. Reps — Nordic Skiing, Orillia, 1987 02 23-24 (Monday and Tuesday)

(viii) G.H.A.C. Reps — Girls' "AAA" Volleyball, Windsor, 1987 03 12-13 (Thursday and Friday)

(ix) G.H.A.C. Reps — Boys' Hockey, North Bay, 1987 03 26-28 (Thursday to Saturday)

(x) G.H.A.C. Reps — Girls' Curling, Sault Ste. Marie, 1987 03 26-28 (Thursday to Saturday)

(xi) G.H.A.C. Reps — Boys' Soccer, Sudbury, 1987 06 04-06, (Thursday to Saturday)

(xii) G.H.A.C. Reps — Girls' Soccer, Ottawa, 1987 06 04-06, (Thursday to Saturday)

(xiii) Westdale, Grade 9-13, T.C.S. Port Hope, 1986 09 17 (Wednesday)

(xiv) Westdale, Grade 9-13, Rochester, New York, 1986 09 27 (Saturday)

(xv) Ainslie Wood, Grade 9-12, Florida, U.S.A., 1987 06 01 to 1987 06 08 (Monday to Monday)

(f) That the following teacher be appointed to the Occasional Staff, effective as shown, with salary according to schedule:

Joanne Green, 1986 09 03 to 1986 10 31

(g) That the request of Olga Strychowsky for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves, effective 1986 10 06 to 1987 01 28, be approved.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved.

(a) That four secondary (composite) teachers attend the "Ontario Music Educators' Association Conference '86" to be held at Toronto, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$135.00 each be paid towards registration.

(b) That three secondary (composite) teachers attend the "Stratford Seminar For Teachers" to be held at Stratford, Ontario, Friday, 1986 10 03 and that \$70.00 each be paid towards registration and expenses.

(c) That one secondary (composite) teacher attend the "Council of Outdoor Educators of Ontario — Northern Spectrum Conference" to be held at Midland, Ontario, Thursday, 1986 09 25 to Sunday, 1986 09 28 and that \$255.00 be paid towards registration and expenses.

(d) That two secondary (composite) teachers attend the "All In the Family Conference" to be held at Guelph, Saturday, 1986 09 20 and that \$80.00 each be paid towards registration and expenses.

(e) That two secondary (vocational) teachers attend the "Audit '86: Basic Level Education Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$225.00 each be paid towards registration and expenses.

(f) That two secondary (composite) teachers attend the "4th Annual Conference on Pragmatic Prevention of Drug Abuse to be held at Toronto, Friday, 1986 11 21 and that \$105.00 each be paid towards registration and expenses.

(g) That up to six secondary (composite) teachers attend the "Ontario Family Studies / Home Economics Educators Association Conference" to be held at Toronto, Thursday, 1986 11 13 to Friday, 1986 11 14 and that \$100.00 each be paid towards registration and expenses.

(h) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend the "Canadian Home Economics Association Convention" held at Halifax, Nova Scotia, Thursday, 1986 07 10 to Monday, 1986 07 14 and that \$300.00 towards registration and expenses be paid, be approved.

(i) That up to 3 secondary (composite and vocational) teachers attend the "Seminar of the International Animation Festival" to be held at Hamilton, Thursday, 1986 10 02 to Saturday, 1986 10 04 and that \$192.00 each be paid towards registration.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one secondary school principal or vice-principal attend the Young Offenders Act Symposium to be held in Toronto on Sunday, 1986 09 21 and Monday, 1986 09 22, and that \$80 be paid towards the cost of registration and expenses.

(b) That one Community Facility teacher attend the Young Offenders Act Symposium to be held in Toronto on Sunday, 1986 09 21 and Monday, 1986 09 22, and that \$80 be paid towards the cost of registration and expenses.

(c) That one secondary school teacher attend the Peel Board Gifted Symposium to be held in Mississauga on Friday, 1986 09 26, and that \$140 be paid towards the cost of registration and expenses.

4. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of John G. Doherty for a Leave of Absence under the Salary Holdback Plan ("4 over 5") of the Secondary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

PART II

1. That the following recommendation of the Associate Superintendent of Curriculum and Special Services regarding the use of Southview School be approved, as amended:

(a) That the Board of Education for the City of Hamilton authorize the initiation and implementation of an Adult Education Centre at Southview School, effective September, 1986 and that a comprehensive evaluation of the Centre be presented to the May, 1987 meeting of the Education Management Committee.

(b) That the Board of Education for the City of Hamilton authorize a study for possible implementation of an Adult Education Centre in the lower city.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teacher be appointed to the Occasional Staff, effective as shown, with salary according to schedule:

Marcia Rottman, 1986 09 29 to 1986 12 31

(b) That the appointment of the following Occasional Staff teacher, approved at a previous meeting, be changed to become effective as shown:

Barbara Johnston, 1986 06 02 to 1986 06 20 (.5)

(c) That the request of Geraldine Francis for an extension of her Disability Leave of Absence, effective 1986 09 01, be approved.

(d) That the request of Merike E. Rutten for an Adoption Leave followed by a Parental Leave of Absence, effective 1986 06 05 to 1987 08 31, be approved.

(e) That the request of Linda I. Geddes for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves, effective 1986 09 01 to 1986 12 29, be approved.

(f) That the request of Linda E. Stirling for a Personal Leave of Absence be granted effective 1986 09 01 to 1987 08 31.

(g) That the resignation of the following teachers, effective 1986 08 31, be accepted with regret:

Catherine B. Brigham

Carol N. Fiddler

(h) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Irene Eves, 1986 09 01

Nancy E. Joudrie, 1986 09 01

Diane Parente, 1986 09 01

Patricia Sally, 1987 01 01

Denise Kneppert, 1986 09 01

Janet Verhaeghe, 1986 09 01

(i) That the request of Angela Mouriopoulos for a Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leaves, effective 1986 09 26 to 1987 01 23

(j) That the following trips be approved:

(i) Vincent Massey, Valens Conservation Area, T.R., Outdoor Education, 1986 09 29-30 (Monday and Tuesday)

(ii) Vincent Massey, Valens Conservation Area, T.R., Outdoor Education, 1986 10 06-07 (Monday and Tuesday)

(k) We regret to announce the death of Donna B. Gowans, Speech Correctionist, 1986 08 15.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one teacher attend the "All In The Family Conference" to be held at Guelph, Saturday, 1986 09 20 and that \$80.00 be paid towards registration and expenses.

(b) That one teacher attend the "Council of Outdoor Educators of Ontario — Northern Spectrum Conference" to be held at Midland, Ontario, Thursday, 1986 09 25 to Sunday, 1986 09 28 and that \$255.00 be paid towards registration and expenses.

(c) That two principals attend the "Canadian Council for Inner City Education 1986 National Conference" to be held at Edmonton, Alberta, Wednesday, 1986 11 19 to Saturday, 1986 11 22 and that registration and expenses be paid according to policy.

(d) That four teachers attend the "Ontario Music Educators' Association Conference '86" to be held at Toronto, Thursday, 1986

11 06 to Saturday, 1986 11 08 and that \$135.00 each be paid towards registration and expenses.

(e) That one teacher attend the "C.O.D.E. Conference 1986" to be held at Port Stanton, Ontario, Thursday, 1986 09 18 to Saturday, 1986 09 20 and that \$295.00 be paid towards registration and expenses.

(f) That one teacher attend the "4th Annual Conference on Pragmatic Prevention of Drug Abuse Conference" to be held at Toronto, Friday, 1986 11 21 and that \$105.00 be paid towards registration and expenses.

(g) That up to two teachers attend the "Ontario Family Studies/ Home Economics Educators Association Conference" to be held at Toronto, Thursday, 1986 11 13 to Friday, 1986 11 14 and \$100.00 each be paid towards registration and expenses.

(h) That up to 3 teachers attend the "Seminar of the International Animation Festival" to be held at Hamilton, Thursday, 1986 10 02 to Saturday, 1986 10 04 and that \$192.00 each be paid towards registration.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one elementary school principal or vice-principal attend the Young Offenders Act Symposium to be held in Toronto on Sunday, 1986 09 21 and Monday, 1986 09 22, and that \$80 be paid towards the cost of registration and expenses.

(b) That one teacher attend the Hearing Awareness Conference to be held at the E. C. Drury School, Milton, on Monday, 1986 09 29 and Tuesday, 1986 09 30, at no cost to the Board.

(c) That one teacher attend the conference on Reaching Exceptional Children Through The Arts to be held in Kingston from Thursday, 1986 10 16 to Saturday, 1986 10 18, and that expenses be paid according to policy.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 09 02.

**REPORT OF THE
BUSINESS MANAGEMENT COMMITTEE
NINTH REPORT**

Present: Sandi Bell, (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Kennedy, Lowe, Maguire, Ruddle and Vine.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved as presented to the members, and as amended in connection with clause (k):

(a) That Orton Chaston be confirmed in the position of Supervisory Foreman, effective 1986 09 01.

(b) That Linda Slade be confirmed in the position of Personnel Assistant, effective 1986 09 16.

(c) That Susan Ham be confirmed in the position of Speech Therapist, effective 1986 09 01.

(d) That Margaret Robinson, Clerical Staff, be promoted to the position of Buyer - Purchasing (Administrative Category 15 - maximum \$32,630 per annum) effective 1986 09 02, with salary according to the salary schedule.

(e) That Mary Bjegovich, Clerical Staff, be promoted to the position of Secretary - Business Administrator / Treasurer, (Category F2 - maximum \$479.34 per week), effective 1986 09 01, with salary according to the salary schedule.

(f) That Lynda Drennan, Clerical Staff, be promoted to the position of Department Secretary - Purchasing, (Category D - maximum \$425.00 per week), effective 1986 09 02, with salary according to the salary schedule.

(g) That Fiona Cirella be appointed to the probationary Clerical Staff, (Category C - maximum \$385.00 per week) effective 1986 09 02, with salary according to the salary schedule.

(h) That Terri Adrian be appointed to the probationary Clerical Staff, (Category A-B - maximum \$340.00 per week), effective 1986 09 02, with salary according to the salary schedule.

(i) That Cherilyn Godwin be appointed to the probationary Clerical Staff (.5), (Category E, maximum \$444.25 per week), effective 1986 07 28, with salary according to the salary schedule.

(j) That Karen Chaikoff be appointed to the position of Research Assistant - Statistics, (Administrative Category 15 - maximum \$32,630), for a one year term, effective 1986 09 08 until 1987 08 31, at a salary of \$23,500.

(k) That an additional position of Clerk Typist, Special Education, Category A-B, be established (maximum \$340.00 per week), effective 1986 09 15, and that the appointment be a one-year term appointment, and renewable if required.

(l) That the resignation of Mary Ellen Thompson, Administrative Staff - Speech Therapist, be accepted, effective 1986 08 31.

(m) That the resignation of Odette T. Cordahi, Clerical Staff, be accepted, effective 1986 08 15.

(n) That the resignation of Carolyn E. Taylor, Administrative Staff, be accepted, effective 1986 09 02.

(o) That Mary Lou Matteucci, Clerical Staff, be granted a Maternal Leave of Absence, effective 1986 09 15 until 1987 01 09, in accordance with the Employment Standards Act.

(p) That Joanne Runco, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 08 05.

(q) That one Business Official be requested to attend the "Young Offenders Act Symposium," jointly sponsored by the Ontario Teachers' Federation, Ontario Ministry of Education, Ontario Association of Education Administrative Officials and the Ontario School Trustees' Council, to be held at Toronto, 1986 09 21-22, and that registration and expenses be paid according to policy.

(r) That one Business Official be requested to attend the Can-audit Inc. course entitled "EDP (Electronic Data Processing) Auditing: The First Step", to be held at Toronto, 1986 11 03-05, and that registration and expenses be paid according to policy.

(s) That the Information Officer be requested to attend the Canadian Association of Communicators' conference entitled "Communications - A Unifying Force", to be held at Winnipeg, Manitoba, 1986 09 18-21, and that registration and expenses be paid according to policy.

(t) That one representative from the Clerical Staff (Operations) be permitted to attend the Centre for Continuing Education (McMaster University) workshop entitled "Influencing Difficult People", to be held at Hamilton, 1986 11 15, and that \$75 be paid towards registration and expenses.

(u) That the Personnel Assistant be requested to attend the Business Women's Training Institute seminar entitled "Stress Management for the Working Woman", to be held at Hamilton, 1986 09 17, and that registration and expenses be paid.

(v) That one Business Official be requested to attend the National Research Council Canada conference on Building Code, to be held at Toronto, 1986 10 09, and that registration and expenses be paid.

2. That the following resolutions to facilitate the usage of facsimile signatures, by the Chairman and Business Administrator / Treasurer of the Board of Education, prepared by The Canadian Imperial Bank of Commerce, be approved:

WHEREAS for the convenience of the Board, it is deemed advisable that cheques drawn on The Canadian Imperial Bank of Commerce be signed by affixing the signature or signatures with a cheque signing machine or other mechanical means;

THEREFORE, BE IT RESOLVED:

(i) That The Canadian Imperial Bank of Commerce be and it is hereby authorized and directed to pay any and all cheques or instruments purporting to be cheques of the Board presented for payment bearing facsimile signatures of the following officers who have been duly authorized to sign cheques for and on behalf of the Board:

The Chairman and the Business Administrator / Treasurer

(ii) That such cheques or instruments may be dealt with to all intents and purposes and shall bind the Board as fully and effectually as if signed in the handwriting of and duly issued by such officers for and on behalf of the Board;

(iii) That the Board shall provide the said Bank with a certified copy of this Resolution and certified specimens of such facsimile

signatures and that such Resolution may be acted upon by each branch of the said Bank with which any dealings are had by the Board until notice to the contrary or of any change therein has been given in writing to the Manager or Acting Manager of such branch.

3. That Ninecan Inc. be appointed to review the Board's operating accounts for the purpose of determining and obtaining sales tax rebates in accordance with the Morris Academy ruling and that they be paid a one-time retainer of \$5,000 and a twenty per cent fee on the actual amounts recovered.

4. That clause 1(b), (c), (d), (e), (f), 2(a), (b), (c), (d), (e), 3(a), (b), (c), (d), and (e) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Norman S. Morris, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 12 29, and that the Board's retirement gratuity be paid.

(b) That Bruce Harding be confirmed in the position of Secondary School Foreman, effective 1986 08 26.

(c) That Vanessa St. Pierre be appointed to the classification level of Assistant Caretaker, effective 1986 08 18, with wage rate according to the Collective Agreement.

(d) That the following be appointed to the Caretaking and Maintenance Staff on three months' probation, as Assistant Caretakers, effective as shown, with wage rate according to the Collective Agreement:

Margaret Suttie	1986 08 18
Danny DiGiacinto	1986 08 18
John Oosterlinck	1986 08 18
Gerald Buschhausen	1986 08 18
Richard Graves	1986 08 19
Patrick Byers	1986 08 19

(e) That the Maternal Leave of Absence for Sue Wojcicki, Secondary School Clerical Staff, be changed to commence 1986 08 25.

(f) That Anne Marie Pegg, Secondary School Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 09 19.

2. That further negotiations take place with officials representing the Canadian National Show Commission of the International Arabian Horse Association re the proposed use of Sir John A. Macdonald Secondary School playing fields.

3. That the amount of \$600 be granted to the Hamilton-Wentworth Debating Society to assist with program expenses.

4. That the cost deviation report with respect to the secondary panel be approved in the amount of \$4,409.00.

5. That clauses 2(a), (b), (c), (d), (e), (f), (g), (h), (i), 3(a), (b) and (c) of the report of the Education Management Committee be approved.

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That Daniel Clark be appointed to the Caretaking and Maintenance Staff on three months' probation, as an Assistant Caretaker, effective 1986 08 19, with wage rate according to the Collective Agreement.

(b) That Lise Hannon be appointed to the Probationary Teacher Aide Staff, effective 1986 09 15, at the starting salary of \$8.75 per hour.

(c) That Beverley Davies be appointed to the Probationary Teacher Aide Staff, effective 1986 09 02, at the starting salary of \$9.05 per hour.

(d) That Terry Chafe be appointed to the Probationary Teacher Aide Staff, effective 1986 09 04, at the starting salary of \$9.05 per hour, and subject to continued Ministry of Education funding.

(e) That Barbara Penner be appointed to the Probationary Teacher Aide Staff, effective 1986 09 02, at the starting salary of \$9.05 per hour.

(f) That Sylvia Montgomery be appointed to the Probationary Teacher Aide Staff, effective 1986 09 15, at the starting salary of \$8.75 per hour.

(g) That Marie Wallace be appointed to the Probationary Teacher Aide Staff, effective 1986 09 02, at the starting salary of \$9.05 per hour.

(h) That Walter Skoropada be appointed to the Probationary Teacher Aide Staff, effective 1986 09 02, at the starting salary of \$9.05 per hour.

(i) That the resignation of Cindy Kusins, Teacher Aide Staff, be accepted, effective 1986 07 21.

(j) That Jocelyn Dow-Callahan, Teacher Aide Staff, be returned from a Maternal Leave of Absence, effective 1986 09 02.

(k) That Ruth Giles, Clerical Staff, be returned from a Maternal Leave of Absence, effective 1986 08 25.

(l) That two Community School Workers attend the conference on "Community Education - Everybody's Business", to be held at Toronto, 1986 10 29-31, and that \$95 each be paid towards the cost of registration and expenses.

(m) We regret to announce the death of Marjory Whyte, Cleaning Staff, on 1986 09 02.

2. That the bid of \$381,000 from Corpveil Holdings Limited for the purchase of the five acre parcel of land on Kenora Avenue be accepted.

3. That neither one of the tenders received for the purchase of McIlwraith School and Site be accepted.

4. That the tender of Valley Town Construction Ltd. for the George L. Armstrong School addition, in the amount of \$1,340,000, be approved.

5. That the cost deviation report with respect to the elementary panel be approved in the amount of \$5,416.

6. That clauses 1(a), 3(a), (b), (c), (d), (e), (f), (g), (h), 4(a) and (c) of the report of the Education Management Committee be approved.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 09 04.

ADDENDUM

The following motion was considered at the 1986 09 04 meeting of the Business Management Committee, and was LOST:

GENERAL

1. That the Hamilton Board of Education support the resolution from The Ontario School Trustees' Council regarding the admission of students from strike-bound school jurisdictions.

REPORT OF THE PLANNING SESSION

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Detwiler, Di Ianni, Flaherty, Hicks, Lowe, Maguire, McMurrich, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. G. W. McKague (Superintendent of Curriculum and Special Services), Mr. D. Rothwell (Area Superintendent), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator, Buildings), Mr. B. Sinclair (Manager, Personnel and Employee Relations), Mr. P. Shewfelt (Manager, Accounting and Budget).

Also Present: Mr. K. Penrose (Facilitator), Mrs. S. Rogers (Administrative Secretary).

The Planning Session recommends:

GENERAL

1. That the directions for the management consultant firm to conduct an independent review of the organization and operation of the administration of the Education Centre be approved:

GOAL OF THE CONSULTANT STUDY

To develop a strategy or vision of an education centre organizational structure that will effectively and efficiently promote and support a proactive, innovative educational system.

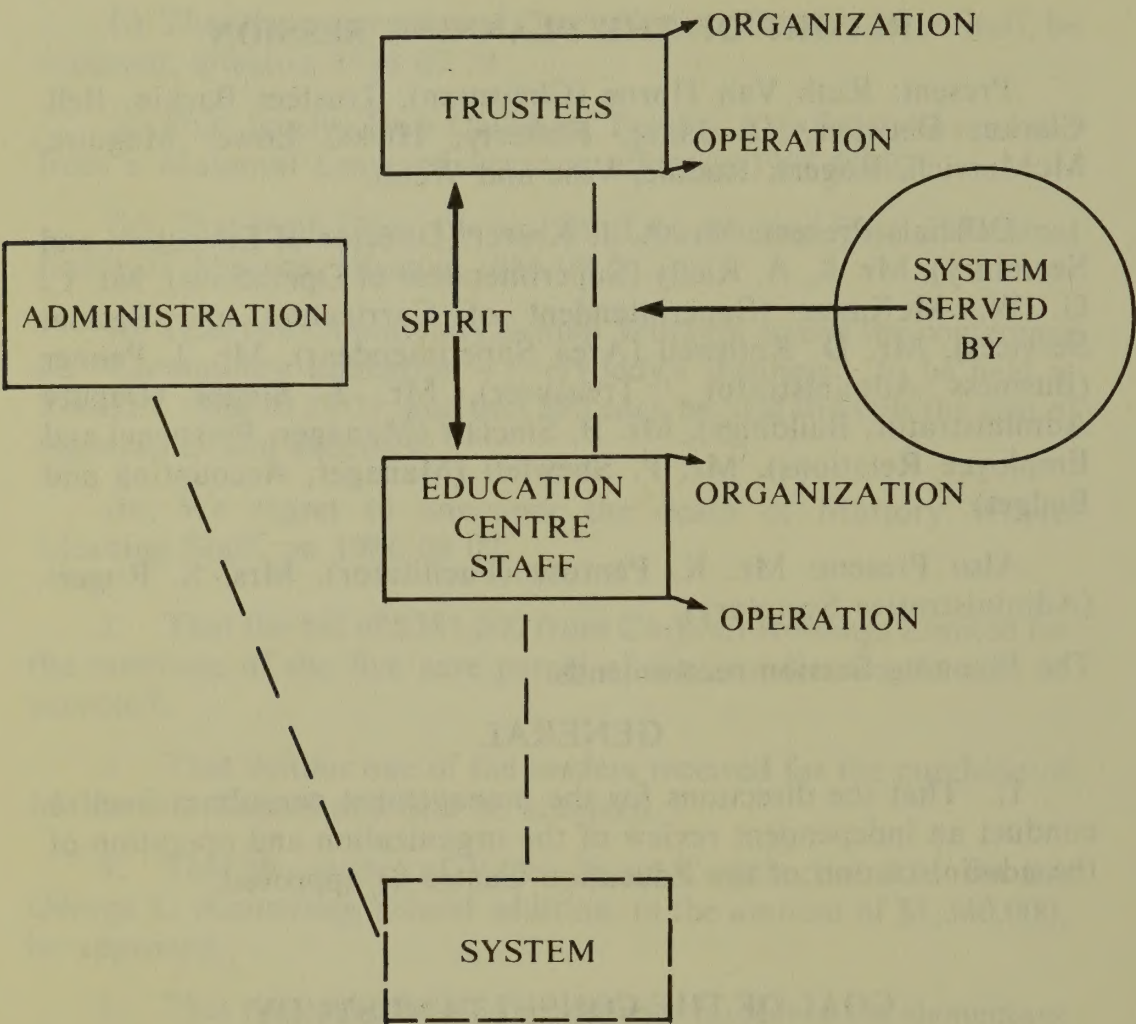
This study should address the ADMINISTRATIVE STRUCTURE as follows:

BOARD (TRUSTEES)

- role
- organization
- functions and responsibilities
- budget development
- co-ordination of governance
- effectiveness/efficiency
- alternatives
- communications
- organizations designed to meet needs for services

ADMINISTRATION

- needs
- roles
- functions
- integration of efforts
- cost effectiveness
- suitability—present
 - not being done but needed
 - future directions
- communications & co-ordination
- centralization/de-centralization



Respectfully submitted,

Mrs. R. VAN HORNE,
Chairman.

1986 09 06.

REPORT OF THE SALARY COMMITTEE

Trustees: Miss H. Detwiler (Chairman), Trustees Baskin, Bell, Lowe, Mulholland and Van Horne.

Officials Present: Mr. A. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. Stockwell (Area Superintendent) and Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That the following wage increases be granted to Lunchroom Supervisors effective 1986 09 01:

	Increase / Hour	New Hourly Rate
Supply Lunchroom Supervisors	31¢	\$7.08
Secondary & Vocational Lunchroom Supervisors	31¢	\$7.08 Minimum 7.48 Maximum (after one year on probationary staff)
Elementary Lunchroom Supervisors	45¢ 45¢	\$7.22 Minimum 7.62 Maximum (after one year on probationary staff)

PART I

2. That the Board ratify the terms of the 1986-87 Collective Agreement reached between the Board and O.P.E.I.U., Local 343, representing office employees in Composite Secondary Schools:

Respectfully submitted

Miss HELEN DETWILER,
Chairman.

Committee Room,
1986 09 11

MEMORANDUM OF AGREEMENT
B E T W E E N
THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON
AND
LOCAL 343, OFFICE AND PROFESSIONAL
EMPLOYEES' INTERNATIONAL UNION

(representing office employees in Composite Secondary Schools)

1. The parties agree that the terms of this Memorandum shall constitute full settlement on all matters in dispute.
2. The undersigned representatives agree to recommend acceptance of this Memorandum to their respective principals.
3. The term of the Collective Agreement shall be from September 1, 1986 to August 31, 1987.
4. The parties agree to amend the terms of the 1985-86 Collective Agreement in accordance with Schedule "A" attached hereto.

DATED AT HAMILTON, ONTARIO
THIS 21st DAY OF AUGUST, 1986.

ON BEHALF OF
O.P.E.I.U., LOCAL 343

ON BEHALF OF THE
BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

ARTICLE 14—VACATIONS WITH PAY

14.03

Amended to Read:

Effective the 1987 vacation year, all employees who have attained twenty (20) years' seniority with the Board prior to September 1 in any year shall be entitled to five (5) weeks' vacation with pay.

- 14.04 New. Renumber Subsequent Articles
Effective the 1987 vacation year, all employees who have attained twenty-seven (27) years' seniority with the Board prior to September 1 in any year shall be entitled to six (6) weeks' vacation with pay.
- 14.07 Amend to Read:
An employee who is employed on the ten (10) month staff, shall be entitled to vacation pay on a pro rata basis in accordance with Articles 14.01, 14.02, 14.03, 14.04, 14.05 and 14.06 whichever may apply.

ARTICLE 15—EMPLOYEE BENEFITS

- 15.01 Amend to Read:
- (a) For those employees who are not otherwise covered by his or her spouse, the Board will assume 100% of the premium cost as of August 31, 1986 of:
- (i) Semi-Private Hospital Care Plan
 - (ii) Extended Health Plan (including Vision Care)
 - (iii) Group Life Insurance
 - (iv) Ontario Health Insurance Plan (O.H.I.P.)
 - (v) Dental Plan (equivalent to Blue Cross Plan No. 7)
- (b) Any increase in the premium cost of the above plans after August 31, 1986 shall be paid for by the Board.
- 15.08 Amend to Read:
- (i) A Dental Plan with benefits equivalent to the Blue Cross Plan No. 7 shall be provided for all bargaining unit employees. Subject to Article 15.01 the Board shall contribute 100% of the premium cost for full time employees based on the 1985 O.D.A. rate schedule. The Board's premium contribution for a part-time employee shall be prorated in the same proportion that the part-time schedule bears to a full-time schedule, with the employee contributing the remainder through payroll deduction. The plan shall reimburse a claimant 50% of the cost of the insured services (not to exceed 50% of the 1985 O.D.A. rate schedule) with a maximum benefit of \$1,000 per claimant per insurable year. Newly hired

employees and employees returning from leave shall be enrolled in the Plan effective the first of the month coinciding with or next following date of employment. Coverage will not extend to those employees covered for similar benefits by their spouse.

- (ii) Effective the first of the month following ratification, the Dental Plan in Article 15.08 (i) shall be amended as follows:

- (a) Reimbursement equivalent to 75% of the insured services (not to exceed 75% of the 1985 O.D.A. rate schedule).

APPENDIX "A"

PART A — Effective September 1, 1986

Levels 1 and 2

	Start	6 Mos. Exp.	1 Year Exp.	18 Mos. Exp.	2 Years Exp.	3 Years Exp.
Level 1	284.86	295.94	307.02	318.67	329.20	342.74
Level 2	302.11	314.42	326.74	339.06	351.38	366.32

Level 3

	Start	1 Year Exp.	2 Years Exp.	3 Years Exp.	4 Years Exp.
Level 3	400.91	413.22	425.53	437.85	453.40

Level 4

	Start	6 Mos. Exp.	1 Year Exp.	18 Mos. Exp.	2 Years Exp.	3 Years Exp.	4 Years Exp.	5 Years Exp.
	365.88	377.91	389.95	401.99	414.03	426.08	438.12	453.40

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddie, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services)

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the dates for Joanne Green's occasional contract, previously reported, be changed from 1986 09 03 to 1986 09 12.

(b) That the following trip be approved:

(i) Scott Park, Grade 10, Kelso Conservation Area, Outdoor Education, 1986 09 18-19 (Thursday & Friday)

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the timetable of Helen MacFarlane be increased from (.8) to (1.0), effective 1986 09 12.

(b) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Allana J. Burdett-Moore, 1986 09 12

Rene D. Contant, 1986 09 12

Dianne L. Gordon, 1986 09 12

Joanne Green, 1986 09 15

Robert J. McDemott, 1986 09 12

Joyce D. Patton, 1986 09 12

Katherine K. Saunders, 1986 09 12

Karen B. St. Jean, 1986 09 12

Ingvar A. Rammo, 1986 09 12

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 09 11.

MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 09 25.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Hicks, Kennedy, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), and Beveridge (Associate Superintendent of Curriculum and Special Services).

Also Present: Paulette Laforest-Norman and Jacques Giroux (Ministry of Education).

Moved by Mrs Bell, seconded by Mr. Frosina: That the General Part of the special report of the Business Management Committee be and the same is hereby adopted.

Trustee Mulholland voiced his opposition to the second clause of the report, and he urged the Board to investigate self-insurance, but Trustee Deans supported the report and reminded the members of the fact that liability insurance is a necessity.

The report was then adopted.

PART I

Moved by Mrs. Clarke, seconded by Mr. Ruddle: That Part One of the special report of the Education Management Committee be and the same is hereby adopted. Carried.

The Chairman then introduced Paulette Laforest-Norman and Jacques Giroux from the Ministry of Education, who proceeded to give a presentation on Bill 75.

Ms. Laforest-Norman explained the premise for Bill 75 is the fact that Canada has two languages - English and French. A document giving an outline of Bill 75 was distributed to the members. A point emphasized is the fact that Canadian

citizens whose mother tongue is French have the right to have their children educated in the French Language. Another point is persons who received elementary education in the French Language have the right for their children to receive education in French. The Education Act has made provisions for admission of non-Francophone students (through an Admissions Committee). This is important since in Bill 75 there is the definition of a French-speaking ratepayer. It is a person who is eligible as under the other stipulations (i.e., a Canadian citizen, 18 years of age, and a supporter of the Board) but has one of the components just described under the rights of instruction in French.

Ms. Laforest-Norman emphasized that a French-speaking ratepayer does not equal speaking in French.

Ms. Laforest-Norman further explained that a French Language Education Council must be in place in Hamilton because Hamilton has a French Language Instructional Unit - Georges P. Vanier. The Bill comes into effect October 1st, and elections for the three members of the FLEC must be held.

Mr. Giroux then explained the French Language Education Council must be elected by the end of October. As of the first day of September, 1986, the Board of Education for the City of Hamilton operated a school, and thereby, there must be a FLEC. The FLEC shall govern, for the Board, the French Language instructional unit.

The main point Mr. Giroux brought to the attention of the members was that of jurisdictional matters in Section 277(n). He reviewed the six items under exclusive jurisdiction, as shown in Bill 75.

Trustee Di Ianni asked about the relationship with the recruitment of staff and FLEC, and Mr. Giroux replied it would be the same as it now exists, that being recruitment would be done through that section via administration. Mr. Giroux further commented that the Board procedures are not common, but the FLEC would abide by what the Board has established.

Trustee Flaherty questioned the inclusion of Supervisory Officer in this section. He referred specifically to the Area Superintendent.

Mr. Giroux clarified the section means the Board does not have to hire a Francophone Supervisory Officer, but if the

Board does decide to recruit, it will have to be done through that group of trustees.

Trustee Detwiler wondered who would make the decision to hire a Supervisory Officer for a French Language unit, and Mr. Giroux replied it would be in accordance with present Board procedures, but the three trustees would be directly involved in that choice.

Mr. Krever understood the above question was that of who decides whether the Board hires a Francophone supervisory officer - FLEC or the whole Board, and Mr. Giroux emphasized it would be the whole unit.

While Trustee Vine understood there is a supervisory officer appointed by the Ministry, there is an Area Superintendent whose duties include Georges P. Vanier. Trustee Vine asked if it is within the authority of FLEC to say this is not the person to select? Will three people decide the appointment?

Mr. Giroux noted if there is a collective agreement, when it gets to the point of hiring, the three trustees would have the responsibility. These procedures will be abided by.

Trustee McMurrich asked if the 19 Board members would vote on an appointment of a Supervisory Officer, and Mr. Giroux assumed so because it is a decision to hire a person, and the Board would have to decide this, but the legislation does say that recruitment is to be done through FLEC.

Mr. Giroux then reviewed the section on common jurisdiction, and this includes the employment of the Director.

Trustee Deans inquired about the honorarium, and Mr. Giroux understood it will be the same as a school Board trustee.

Trustee Deans had concerns on this because of the difference in representation.

Many trustees expressed concern on the salary negotiations and the separate federation for the Vanier teachers, and also on the setting of the budget. The Director pointed out salary negotiations was one of the major points discussed with the Minister. If FLEC felt that negotiations was their exclusive right, there would be a problem of contracts being completely different. Mr. Krever understood that common jurisdiction was not spelled out, so it means one

salary committee that deals with all jurisdictions, and FLEC would have the right to vote on it as would the rest of the Board.

Mr. Giroux emphasized the items under centralized services are things that would have to be resolved around this table.

On Budget estimates, the whole Board would allocate the amounts estimated; therefore, the same thing would apply as is presently done.

Trustee Baskin expressed her concerns on the exclusive jurisdiction for 440 students, and could see the school being put in a preferred position, but Mr. Giroux replied that will not happen. The Board will have the ultimate control over the money.

After Mr. Giroux mentioned that special French Language grants that would fall under the jurisdiction of FLEC, Mrs. Baskin enquired about special education, and it was pointed out that special education would come under the full Board. Mrs. Baskin encouraged that Part I and Part II items remain on the agendas.

When the point of disagreements and an appeal mechanism was mentioned by Trustee Deans, Mr. Giroux replied FLEC can always go to the Languages of Instruction Commission, and the Board would have to appeal to the Minister of Education for clarification (through the legislative branch).

When Trustee Detwiler asked about the assessment of the parents whose children attend Vanier, Mr. Giroux explained there will be a transfer of monies from one Board to another, but agreements will have to be made with the Separate School Board.

Trustee Detwiler referred specifically to Hamilton students, whereby the students of Vanier did not go through this system. Mr. Penner explained the public Board will have access to the portion of the assessment. Calculations are based on the number of students in the public Board on the total ratio of the total number of students with the separate school Board whose parents support the separate school Board. Mr. Penner then explained the "grandfathering" principle for Grades 10-12 students.

After Trustee Vine explained the possibility of Vanier being transferred, Mr. Giroux understood such a transfer could be done after the waiting period of three years and agreement between the two Boards.

When Trustee Hicks asked if a FLEC member can vote on all three parts of the agenda, Mr. Giroux emphasized a FLEC member is a trustee, and trustees deal with the general items that involve the whole Board. The Chairman asked if an elementary item would not be within the FLEC's jurisdiction, and Mr. Giroux replied if it deals with English school matters, the FLEC cannot vote on them.

The Director explained agendas will have four parts - General, English Elementary, English Secondary and Francophone. FLEC would be interested in the General and Francophone sections.

Trustee Vine remarked the Board is supportive and proud of Vanier but the Board is extremely concerned on self-governance. Trustee Vine asked if FLEC can extend the program beyond what presently exists, under the public school wing, and Mr. Giroux replied it can.

Trustee Baskin remarked the separate school Board has a French Language Elementary school, and if FLEC wants one at the Hamilton Board, it would have to have a certain number of children. Mr. Giroux reiterated FLEC has the right to establish it but they have to have the students first.

Mr. Giroux and Ms. Laforest-Norman were thanked for their comments.

PART II

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That Part Two of the special report of the Education Management Committee be and the same is hereby adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Detwiler, Flaherty, Frosina, Hicks, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That Mark M. Albrich be appointed to the Permanent Staff, effective 1986 10 01, with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Paul D. Beattie, 1986 10 14

Mary T. Bliszczuk, 1986 10 01

Karin R. Eckart, 1986 10 01

Catherine R. Ferroni, 1986 10 01 (Semester 1)

R. Dean Huyck, 1986 10 01

Wendy R. Hutton, 1986 10 14

Hilda S. Mak, 1986 10 01

Richard L. Moll, 1986 10 01

Margaret A. Sumner, 1986 10 01

Brenda M. Wisborg, 1986 10 01 (Semester 1)

PART II

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective as shown, with salaries according to schedule:

Bonnie D. Beaven (.5), 1986 09 26

Lisa A. Clarke, 1986 09 26

Lynn T. Howarth-McCue (.5), 1986 09 26

Glenys M. Magill (.5), 1986 09 26

Alice J. Mantzel (.6), 1986 10 01

(b) That Eleanor R. Duncan be appointed (.5) Primary Consultant, effective 1986 10 01 to 1987 06 30, with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,

Chairman.

Board Room,
1986 09 25.

REPORT OF THE SPECIAL MEETING OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Sandi Bell (Chairman), Trustees Detwiler, Flaherty, Frosina, Hicks, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Di Ianni, Kennedy, Lowe, Maguire, Ruddell, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services) and Beveridge (Associate Superintendent of Curriculum and Special Services).

The Committee recommends:

GENERAL

1. That the report re insurance be accepted as presented to the members, and the following coverage be obtained:

LIABILITY INSURANCE — One year policies — 1986 10 01 to 1987 10 01 — Frank Cowan and Company Limited (Dalton Insurance Brokers Ltd.). Premium \$158,571.00.

ENVIRONMENTAL IMPAIRMENT LIABILITY INSURANCE — One year policy 1986 10 01 to 1987 10 01 — Frank Cowan and Company Ltd. (Dalton Insurance Brokers Ltd.) Premium — \$1,556.

UMBRELLA INSURANCE — One year policy — 1986 10 01 to 1987 10 01 — Frank Cowan and Company Limited (Dalton Insurance Brokers Ltd.) Premium \$21,429.

AVIATION AND TRAVEL FOR TRUSTEES — One year policy 1986 10 01 to 1987 10 01 — Seaboard Life Insurance Company Premium \$739.60.

PROPERTY OF EVERY DESCRIPTION — One year policies 1986 10 01 to 1987 10 01 — Frank Cowan and Company Ltd. (Dalton Insurance Brokers Ltd.) Premium \$222,250.

PACKAGE PREMIUM for the following insurance coverage — \$30,726. One year policies 1986 10 01 to 1987 10 01 — Frank Cowan and Company Ltd. (Dalton Insurance Brokers Ltd.)

- Crime - Dishonesty, Destruction, Disappearance
- Data Processing
- Boiler and Machinery

PROPERTY OF EVERY DESCRIPTION 1986

Additions	Building	Contents	Total
4 Portables	\$ 80,800	10,000	\$ 90,800
All School Buildings (4% increase)	11,125,995	—	11,125,995
All School Contents (4% increase)		1,437,703	1,473,703
1986 Additions	11,206,795	1,447,703	12,654,498
1985 TOTALS	\$268,734,019	\$ 32,489,712	\$301,223,731
NET ADDITIONS	11,206,795	1,447,703	12,654,498
1986 Net Totals	\$279,940,814	\$ 33,937,415	\$313,878,229

2. That the Hamilton Board of Education agrees to participate in the proposed reciprocal insurance exchange for school boards in Ontario.

RESOLUTION

Moved by: _____

Seconded by: _____

RESOLVED THAT:

1. _____

Name of Board

hereby agrees to participate in the proposed reciprocal insurance exchange for school boards in Ontario in accordance with the terms of the Agreement dated the 15th day of August, 1986, a copy of which is on file in the office of the board; and

2. the signing officers of the board are hereby authorized to execute the Form of Subscription to the said Agreement, under the seal of the board, and the appropriate officials of the board are authorized to take the necessary action to give effect hereto.

Passed this _____ day of _____, 1986.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 09 25.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 10 09

The Board met.

Present: Ruth Van Horne (Chairman); Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle and Vine.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), McKague (Superintendent of Curriculum and Special Services) and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular meeting were adopted as presented to the members.

Communications from the Krever family thanking the Board for its expression of sympathy, Mrs. M. Dobbie regarding the elimination of the two minutes' silence on Remembrance Day and the Wentworth County Board of Education re School Safety Week were read to the members. The first communication was received and ordered filed.

Trustee Deans was surprised to learn there is no two minutes' silence on Remembrance Day, and the Director clarified the Ministry policy is that of an appropriate remembrance.

Moved by Mrs. Bell, seconded by Mrs. Clarke: That Mrs. Dobbie's letter be referred to the Education Management Committee.

While Trustee Bell felt the referral is the only way to properly handle the communication, Trustee Lowe urged the trustees to deal with the matter now, in view of the timeline.

The motion was put to a vote and was defeated.

Moved by Mrs. Deans, seconded by Mrs. Lowe: That the Board of Education for the City of Hamilton schools include a two minute silence at 11:00 a.m. on November 11th.

Trustee Deans felt it is important the students in this system are taught the importance of Remembrance Day, and

Trustee Lowe agreed the two minutes' silence should be included, but the Director then expressed some concerns on the two minutes' silence being strictly adhered to at 11:00 a.m.

Trustee Deans agreed to delete the 11:00 a.m. reference in her motion, as follows: That the Board of Education for the City of Hamilton schools include a two minute silence on November 11th.

Trustee Baskin believed the present policy is adequate and opposed the motion, and Trustee Vine felt the two minutes' silence should not be imposed, and she opposed the motion as well.

In reply to an inquiry from Trustee Hicks about current Ministry procedure, Mr. McKague displayed a number of documents pertinent to Remembrance Day, and stated all documents are available in all the schools.

Trustee Hicks suggested the reinforcement of the procedures, but the schools should not be restricted in this regard.

Trustee Ruddle recalled personal remembrances of war, and urged that those who died should still be remembered.

The motion was then adopted.

Moved by Mr. McMurrich, seconded by Mrs. Vine: That the Hamilton Board of Education support the request of the Wentworth County Board of Education and declare October 17th - 23rd, 1986 — "School Safety Week." Carried.

Committee reports were presented as follows:

Education Management Committee and special report
— Mrs. Clarke

Business Management Committee — Mrs. Bell

Salary Committee — Miss Detwiler

Moved by Mrs. Clarke, seconded by Mr. Flaherty: That the General Part of the report of the Education Management Committee be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. McMurrich: That the General Part of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Baskin: That the General Part of the report of the Salary Committee be and the same is hereby adopted. Carried.

Under Unfinished Business, the report of the Committee re Mandatory Retirement was presented to the members.

Moved by Mr. Maguire, seconded by Mrs. Baskin: That the report of the Committee re Mandatory Retirement be and the same is hereby adopted. Carried.

The draft response to the Macdonald Report from the Association of Large School Boards in Ontario was then presented to the members.

Moved by Mrs. Clarke, seconded by Mrs. Bell: That the Board of Education for the City of Hamilton endorse the recommendations in the draft response from the Association of Large School Boards in Ontario, with respect to the Macdonald Commission, as presented to this Board on 1986 10 09.

As this Board's representative, Trustee Clarke referred to particular points contained in the response such as the concerns on Bill 100, the pooling of assessment, and the request for a more realistic grant structure. She thanked Mr. Paul Shewfelt for his participation in this report.

The report was then adopted.

The final consideration under Unfinished Business was that of the report of the Committee to Study recommendation #4 of the Macdonald Commission re Amalgamation of Hamilton and Wentworth Boards.

The Chairman requested Trustee Di Ianni to assume the Chair, in order that she could speak to the report.

Moved by Mr. Maguire, seconded by Mrs. Bell: That the report of the Committee to Study Recommendation Four of the Macdonald Commission re Amalgamation of Wentworth County and Hamilton Boards of Education be and the same is hereby adopted.

Speaking to the report, Trustee Maguire explained the Committee met on the context of the Macdonald Commission report and not on the issue of strictly amalgamating with Wentworth County.

Trustee Gallagher opposed the motion, since he believed it will lead to misunderstanding in the community. He recalled the stand this Board took on a Regional School Board and felt the report should have a positive motion. Trustee Rogers also opposed the motion, citing the example of boundary problems.

He also wanted to see equalization of opportunity in Hamilton and Wentworth.

Trustee Baskin has also supported the merging of the two Boards, but Trustee Vine commented the Committee is against amalgamation in light of recommendation four. Trustee Vine has always supported amalgamation but not as a means of financing education in this Province. She urged the Board to support the report.

Trustee Detwiler believed all children should have equal opportunity but not at the expense of the Hamilton ratepayers. Trustee Kennedy remarked the matter of equality of all students should be handled provincially, and he supported the report.

Trustee Deans felt it is not time to amalgamate with the Wentworth County Board of Education, and thereby supported the report.

Trustee Van Horne pointed out to the members that the report was worded very carefully, and it was felt the recommendation cannot be considered outside the context of the report of the Macdonald Commission, since the main thrust of that report is pooling of assessment, and Trustee Van Horne could see that happening as soon as amalgamation takes place. Trustee Van Horne then referred to statistics on how taxes may increase, and she emphasized the taxpayer of Hamilton should not be responsible for educating children in Wentworth County. She urged support of the report.

Trustee Cunningham agreed the cost to amalgamate will be staggering. While it may be educationally beneficial, Trustee Cunningham agreed with the report on the financial ramifications.

Trustee Bell urged caution from the Board members. She represents the children and taxpayers of Hamilton.

The report was then adopted, with a recorded vote as follows:

In favour: Trustees McMurrich, Vine, Ruddie, Cunningham, Deans, Lowe, Detwiler, Kennedy, Hicks, Macaluso, Maguire, Bell, Clarke, and Van Horne; Those opposed: Trustees Di Ianni, Baskin, Mulholland, Rogers, Flaherty and Gallagher.

The Chairman then resumed the Chair.

At the request of the members, it was agreed a copy of the information package sent to Consultants' firms will be distributed to all trustees.

PART I

Moved by Mrs. Clarke, seconded by Mr. Hicks: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mrs. Vine: That Part One of the report of the Business Management Committee be and the same is hereby adopted. Carried.

PART II

A letter of thanks re expression of sympathy from the Whyte Family and a communication from the Earl Kitchener Home and School Association thanking the Board for the renovations at the school were read to the members. These were received and ordered filed.

Moved by Mrs. Clarke, seconded by Mr. Kennedy: That Part Two of the report of the Education Management Committee, and the special report, be and the same is hereby adopted.

Trustee Deans opposed the report in light of the clause concerning the Trainable Retarded Children's Advisory Committee.

The report was then adopted.

Moved by Mrs. Bell, seconded by Miss Cunningham: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Baskin: That Part Two of the report of the Salary Committee be and the same is hereby adopted.

Trustee Detwiler remarked this now completes negotiations with all employee groups.

The report was then adopted.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

TENTH REPORT

Present: Mrs. Mary Caye Clarke (Chairman), Trustees Baskin, Bell, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Ruddle, Vine, and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. J. Singer (Deputy Administrator-Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That a member of Senior Management attend the NASE Seminar "The Middle School-Making a Difference for Students", to be held at Orlando, Fla., Monday, 1986 12 08 to Friday, 1986 12 12, and that registration and expenses be paid according to policy.

(b) That the Supervisor of Research attend the "Evaluating Special Education Programs and Services" workshop to be held at Toronto, Monday, 1987 02 09, and that \$130 be paid towards registration and expenses.

(c) That a Superintendent attend the "Future Directions In Education Conference" to be held at Mont Ste. Marie, Quebec, Tuesday, 1986 10 07 to Friday, 1986 10 10, and that expenses be paid according to policy.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the action of the Superintendent of Operations in permitting the Administrative Assistant to attend the Safety in Schools Conference held at Toronto, Thursday, 1986 09 25, be approved and that \$90 be paid towards registration and expenses.

(b) That Victor Lepp be appointed to the position of Acting Guidance Consultant, effective 1986 10 14 to 1987 08 31, with salary according to schedule. (replacement)

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the Geography Supervisor attend the "Ontario Association of Geographers and Environmental Educators" to be held at Toronto, Friday, 1986 10 17 to Saturday, 1986 10 18 and that \$70 be paid towards registration and expenses.

(b) That the Co-ordinator of Co-operative Education attend the "American Vocational Association Conference" to be held at Dallas, Texas, Friday, 1986 12 05 to Tuesday, 1986 12 09, and that registration and expenses be paid according to policy.

(c) That the Business Studies Supervisor and Consultant attend the "Ontario Business Education Fall Conference" to be held at Toronto, Saturday, 1986 10 25 and that \$60 each be paid towards registration and expenses.

(d) That the four Computer Studies Consultants and the Supervisor of Computer Studies attend the "Computers in Education Show and Conference" to be held at Toronto, Thursday, 1986 10 23 to Saturday, 1986 10 25 and that \$25 each be paid for registration.

(e) That one French Immersion Consultant attend the "10th Annual Conference of the Canadian Association of Immersion Teachers" to be held at Ottawa, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$365 be paid towards registration and expenses.

(f) That the Science Supervisor and four Consultants, attend sections of, or all of the "Science for Everyone Conference, sponsored by the Science Teachers' Association of Ontario" to be held at Toronto, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$100 each be paid towards registration and expenses.

(g) That three Supervisors and two Consultants attend the "Niagara Curriculum Conference" to be held at Jordan Harbour, Wednesday, 1986 11 12 and that \$35 each be paid towards registration and expenses.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting five Adjustment Counsellors to attend the 1986 Field Instruction Workshop at

McMaster University on Friday, 1986 09 19, be approved and that the registration fee of \$10 each be paid.

(b) That one Adjustment Counsellor attend the Association for Advancement of Behaviour Therapy Convention to be held at Chicago from Thursday, 1986 11 13 to Sunday, 1986 11 16, and that expenses be paid according to policy.

(c) That the Supervisor of Continuing Education and the Volunteer and Community Co-ordinator attend the Fall Conference of the Continuing Education School Board Administrators to be held at Toronto from Wednesday, 1986 11 26 to Friday, 1986 11 28, and that each receive \$95 towards the cost of registration and expenses.

(d) That the Supervisor of Special Education attend the 30th Annual Conference of the Ontario Federation of Chapters - Council for Exceptional Children to be held at Kitchener from Wednesday, 1986 10 22 to Saturday, 1986 10 25, his expenses to be paid by the Council for Exceptional Children.

(e) That one Media Services Consultant attend the 8th Annual Dimensions '86 Conference to be held at Toronto on Wednesday, 1986 11 05 and that \$115 be paid towards the cost of registration and expenses.

(f) That up to two staff attend the "Community Education - Everybody's Business" conference to be held at Toronto on Thursday, 1986 10 30 and Friday, 1986 10 31, and that \$80 each be paid towards the cost of registration and expenses.

(g) That one Adjustment Counsellor attend the Suicide and Depression in Children and Adolescents: Assessment and Intervention Techniques workshop to be held at Toronto on Wednesday, 1986 10 01 and Thursday, 1986 10 02, and that \$225 be paid towards the cost of registration and expenses.

(h) That the Guidance Consultant attend the Ontario School Counsellors' Association Conference to be held at Ottawa from Wednesday, 1986 11 12 to Friday, 1986 11 14 and that expenses be paid according to policy.

5. That the January meeting date of the Education Management Committee be scheduled for Tuesday, 1987 01 06.

6. That the Director of Education request a meeting with the President of McMaster University to discuss the "Literacy Test" required of entering students in order to explore the structure, purposes, results and validity of the instrument, the methods of scoring, and other matters which touch on the Hamilton Board of

Education's task in preparing its graduates for higher education, and that the Director report back to the Board after this meeting.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Jennifer MacLean, 1986 09 02 to further notice

Barbara MacLeod, 1986 09 03 to 1986 12 31

David McMillan, 1986 05 20 to 1986 06 20

Jane Pilling, 1986 09 02 to further notice

Diana Rollo, 1986 09 15 to 1986 10 31

(b) That the following trips be approved:

(i) Hill Park, Grades 10-13, London, England, 1987 03 12-23 (Thursday to Monday)

(ii) Sir John A. Macdonald, Grades 10-12, South Hills, Virginia, 1986 10 09-21 (Thursday to Tuesday)

(c) We regret to announce the death of Mr. Walter Gasparik, an Academic Assistant to the Principal of a Vocational Secondary School, on 1986 07 24.

(d) That the request of Victoria J. Weekes for a Maternal Leave of Absence, followed by a Parental Leave of Absence, effective 1987 02 01 to 1987 08 31, be granted with the conditions governing Maternal Leaves.

(e) That up to 100 students of the Grade 12 Urban Geography course from Hamilton Schools be permitted to attend a 4-day field trip to Montreal from 1986 10 15-18.

(f) That one teacher for every 15 students, plus the geography Supervisor or designate, supervise the geography field study excursion to Montreal, 1986 10 15-18, and that each receive \$180 for their expenses.

(g) That the request of Dorothy J. Borsi for an extension of her Personal Leave of Absence, effective 1987 02 01 to 1987 08 31, be granted.

(h) That the retirement of Edna Clendenning, effective 1986 10 31, for superannuation purposes, be accepted with regret, and that she be considered for gratuity in accordance with the Board's plan.

(i) That Sheelagh Wood be appointed to the position of Acting Department Head of English, effective 1986 10 14, with salary according to schedule.

(j) That Iris D. Chatten be appointed to the position of Acting Academic Assistant to the Principal of a Boys' Vocational School, effective 1986 10 14, with salary according to schedule.

(k) That Walter V. Michalsky be appointed to the position of acting Assistant Department Head of English, effective 1986 10 14, with salary according to schedule.

(l) That the appointment of Susan Speakman to the Probationary Staff, effective 1986 10 14, Semester 1, $\frac{4}{5}$ time, with salary according to schedule, be approved.

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That six secondary (composite) teachers attend the "Ontario Association of Geographers and Environmental Educators" to be held at Toronto, Friday, 1986 10 17 to Saturday, 1986 10 18 and that \$70.00 each be paid towards registration and expenses.

(b) That up to 7 secondary (composite) teachers attend the "Ontario Association of Geographers and Environmental Educators" to be held at Toronto, Saturday, 1986 10 18 and that \$50.00 each be paid towards registration and expenses.

(c) That 9 secondary (composite & vocational) teachers attend the "Ontario History and Social Science Teachers' Association Conference" to be held at Toronto, Thursday, 1986 10 23 to Friday, 1986 10 24 and that \$120.00 each be paid towards registration and expenses.

(d) That 16 secondary (composite & vocational) teachers attend the "Ontario Business Education Fall Conference" to be held at Toronto, Saturday, 1986 10 25 and that \$60.00 each be paid towards registration and expenses.

(e) That 6 secondary (composite) teachers attend the "Ontario Business Education Association One Day Cross-Over Workshop" for the purpose of Professional Development, to be held at Toronto, Friday, 1986 10 24 and that \$95.00 each be paid towards registration and expenses.

(f) That three secondary Vice-Principals attend the "Assertiveness Training for Professionals Workshop" to be held at Hamilton, Tuesday, 1986 10 14 and that \$95.00 each be paid towards registration. (Staff Development)

(g) That 2 secondary (composite) teachers attend the "Stratford Seminars for Teachers" to be held at Stratford, Friday, 1986 10 03 and that \$60.00 each be paid towards registration.

(h) That two secondary (composite) teachers attend the "Leaders in Education Conference" to be held at Toronto, Wednesday, 1986 11 26 to Friday, 1986 11 28 and that \$245.00 each be paid towards registration and expenses.

(i) That one secondary (composite) French Immersion teacher attend the "10th Annual Conference of the Canadian Association of Immersion Teachers" to be held at Ottawa, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$365.00 be paid towards registration and expenses.

(j) That 2 secondary (composite & vocational) teachers attend the "'86 Ontario Physical and Health Education Association Conference" to be held at Orillia, Thursday, 1986 10 16 to Saturday, 1986 10 18 and that \$200.00 each be paid towards registration and expenses.

(k) That up to 5 secondary (composite) teachers attend the "Ontario Physical and Health Education Association Conference" to be held at St. Catharines, Friday, 1986 11 07 and that \$35.00 each be paid towards registration and expenses.

(l) That the action of the Superintendent of Curriculum & Special Services in permitting one secondary (composite) teacher to attend the "Physics Conference" held at Guelph, Ontario, Thursday, 1986 06 12 to Saturday, 1986 06 14 and that \$130.00 towards registration and expenses be paid, be approved.

(m) That one secondary (composite) principal attend the "O.C.L.E.A. Workshop on Preparation for Supervisory Officer Examinations" to be held at Toronto, Thursday, 1986 11 13 to Friday, 1986 11 14 and that \$225.00 be paid towards registration (Staff Development).

(n) That one secondary (alter-ed) teacher attend the "Ontario Council of Teachers of English Conference" to be held at Toronto, Friday, 1986 10 17 and that \$145.00 be paid towards registration and expenses.

(o) That 1 science teacher from each secondary (composite) school and 3 secondary (vocational) teachers attend sections of, or all of the "Science for Everyone Conference, sponsored by the Science Teachers' Association of Ontario" to be held at Toronto, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$100.00 each be paid towards registration and expenses.

(p) That one principal attend the "O.I.S.E. Situational Leadership" to be held at Toronto, Monday, 1986 11 24 to Tuesday, 1986 11 25 and that \$365.00 be paid towards registration and expenses. (Staff Development)

(q) That one principal attend "22e Congres du CDEFO" to be held at Ottawa, Wednesday, 1986 10 29 to Saturday, 1986 11 01 and that registration and expenses be paid according to policy.

(r) That one alternative education teacher attend the "Strategic Therapy with Families — the MRI Approach" to be held at Toronto, Wednesday, 1986 10 29 and that \$135.00 be paid towards registration and expenses.

(s) That one secondary (composite) teacher attend the "Pro-Lab 86 National Conference" to be held at New York, N.Y., U.S.A., Saturday, 1986 10 25 to Monday, 1986 10 27 and that \$300.00 be paid towards registration and expenses.

(t) That six secondary (composite) teachers attend the "Computers in Education Show and conference" to be held at Toronto, Friday, 1986 10 24 and that \$35.00 each be paid towards registration and expenses.

(u) That 4 secondary (composite) teachers attend the "Niagara Curriculum Conference" to be held at Jordan Harbour, Wednesday, 1986 11 12 and that \$35.00 each be paid towards registration and expenses.

(v) That one secondary (vocational) member of the General Level Committee attend the "Audit '86: Basic Level Education Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$225.00 be paid towards registration and expenses.

(w) That one secondary (composite) teacher attend the "Pre Conference Leaders in Education" to be held at Toronto, Wednesday, 1986 11 26 and that \$90.00 be paid towards registration and expenses.

(x) That three secondary (composite) teachers attend the "Adults in Schools '86 - A Seminar for teachers" to be held at London, Ontario, Friday, 1986 11 07 and that registration and expenses be paid according to policy.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That the action of the Associate Superintendent of Curriculum and Special Services in permitting one secondary school

teacher to attend the Ontario Peer Counsellors' Association Conference held in Mississauga on Thursday, 1986 09 25 and Friday, 1986 09 26 be approved and that \$47.80 be paid towards the cost of registration and expenses.

(b) That the action of the Associate Superintendent of Curriculum and Special Services in permitting two Guidance Counsellors to attend the training session for CHOICES held in Mississauga from Wednesday, 1986 09 24 to Friday, 1986 09 26 be approved and that \$275 each be paid towards the cost of registration and expenses.

(c) That one secondary school teacher and up to 5 students attend the Ontario Peer Counsellor's Conference to be held in Gananoque from Wednesday, 1986 10 29 to Friday, 1986 10 31, and that \$500 be paid towards the cost of registration and expenses.

(d) That up to three Guidance Counsellors attend the Ontario School Counsellors' Association Conference to be held in Ottawa from Wednesday, 1986 11 12 to Friday, 1986 11 14, and that \$250 each be paid towards the cost of registration and expenses.

4. That the following requests regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Beryl Burgoyne for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the second semester of the 1988-1989 school year, effective 1989 02 01 to 1989 08 31.

(b) That approval be granted for the request of Robert E. Guest for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

(c) That approval be granted for the request of Joseph P. Hammill for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the second semester of the 1988-1989 school year, effective 1989 02 01 to 1989 08 31.

(d) That approval be granted for the request of David Martell for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

(e) That the Board rescind the leave of absence granted to Mr. Robert McIvor for the second semester of the 1989-1990 school year,

effective 1990 02 01 to 1990 08 31 and approve his request to withdraw from the Salary Holdback Plan ("4 Over 5").

(f) That approval be granted for the request of Frank Weresch for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the second semester of the 1990-1991 school year, effective 1991 02 01 to 1991 08 31.

Clause 5(a) amended at B.M.C.

5. That the following report of the Study Committee re: Vanier Accommodation be approved:

(a) That the Study Committee re Vanier Accommodation recommends that Ecole Secondaire Georges P. Vanier be moved from the Southmount building to the Agnes Macphail Building and site, subject to modifications, at an approximate cost of \$1,220,000.

6. That the following report of the French Language Advisory Committee be approved:

(a) That the election for French-speaking ratepayers take place on October 28th, 1986 at 7:30 p.m. in the auditorium of the Education Centre.

PART II

1. That the following recommendations of the Superintendent of Curriculum & Special Services regarding the Core French Program be approved:

(a) That effective September, 1987 the Core French program in Grade 4 be increased from 30 to 40 minutes of daily instruction.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Brenda J. Agostini, 1986 09 05 to 1987 06 30

Carol B. Kippers, 1986 09 29 to 1987 01 23

Barbara M. Lam, 1986 09 02 to further notice

Carol A. Massey, 1986 09 02 to 1986 10 10

Sharon A. Reading, 1986 10 06 to 1987 01 30

(b) That the requests of the following teachers for a Maternal Leave of Absence, effective as shown, be granted in accordance with the conditions governing Maternal Leaves:

Kathy L. Lenz, 1986 10 27 to 1987 02 20

Kari I. Morrow-Floren, 1986 10 06 to 1987 01 30

(c) That the request of the following teacher for extension of her Leave of Absence, effective as shown, be granted:

Deborah A. Smith, 1986 09 29 to 1987 08 31

(d) That the dates for a Maternal Leave of Absence for Angela Mourtiopoulos, approved at a previous meeting, be changed to read 1986 09 29 to 1987 01 23.

(e) That the following trips be approved:

(i) Bennetto, Grade 8, Quebec City, 1986 11 05-08. (Wednesday to Saturday)

(ii) Memorial, Grade 8, Midland, 1986 10 03. (Friday)

(iii) Lynwood Hall, Special Education, Camp Manitou (Halton), Outdoor Education, 1986 11 12 to 1986 11 14. (Wednesday to Friday)

(f) That Deborah L. Atkins be returned from Leave of Absence and assigned teaching duties, effective 1987 01 01.

(g) That the timetable of the following teachers be increased as follows effective 1986 10 01:

Beth A. Fitzgerald, from .8 to 1.0

Georgia M. James, from .5 to .6

Marjorie R. MacDonald, from .6 to .7

Karen M. Welch, from .8 to .9

(h) That the request of Josephine Fleming for a Personal Leave of Absence effective 1986 09 15 to 1987 08 31, be granted.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That up to 5 teachers attend the "Ontario Association of Geographers and Environmental Educators" to be held at Toronto, Saturday, 1986 10 18 and that \$50.00 each be paid towards registration and expenses.

(b) That three teachers attend the "Ontario Association of Geographers and Environmental Educators Conference" to be held at Toronto, Friday, 1986 10 17 to Saturday, 1986 10 18 and that \$70.00 each be paid towards registration and expenses.

(c) That one primary and one junior consultant attend the "Celebrate Literacy Conference" to be held at Toronto, Friday, 1986

10 17 to Saturday, 1986 10 18 and that \$90.00 each be paid towards registration and expenses.

(d) That 3 teachers attend the "86 Ontario Physical and Health Educators Association Conference" to be held at Orillia, Ontario, Thursday, 1986 10 16 to Saturday, 1986 10 18 and that \$200.00 each be paid towards registration and expenses.

(e) That 8 principals and 1 vice-principal attend the "Junior Division Conference 4 and 5 - The Principal as Change Agent" to be held at Mississauga, Tuesday, 1986 10 21 and Wednesday, 1986 11 19 and that \$40.00 each be paid towards registration and expenses.

(f) That 6 teachers attend the "Adopted Physical Education Certification Workshop" to be held at Hamilton, Tuesday, 1986 11 04 to Thursday, 1986 11 06 and that \$105.00 each be paid towards registration and expenses.

(g) That the action of the Superintendent of Curriculum & Special Services in permitting 2 teachers to attend the "Images of Self Projection for Professional Women" held at Hamilton, Thursday, 1986 09 18 and that \$95.00 each towards registration be paid, be approved. (Staff Development)

(h) That one principal attend "The Art of Negotiating Conference" to be held at Hamilton, Thursday, 1986 10 30 and that \$95.00 be paid towards registration (Staff Development)

(i) That 3 teachers attend the "Ontario History and Social Sciences Teachers' Association Conference" to be held at Toronto, Thursday, 1986 10 23 to Friday, 1986 10 24 and that \$120.00 each be paid towards registration and expenses.

(j) That 4 teachers attend the "10th Annual Conference of the Canadian Association of Immersion Teachers" to be held at Ottawa, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$365.00 each be paid towards registration and expenses.

(k) That 15 teachers attend the "Ontario Physical and Health Education Association Niagara Conference" to be held at St. Catharines, Friday, 1986 11 07 and that \$35.00 each be paid towards registration and expenses.

(l) That 2 teachers attend the "Pragmatic Prevention of Drug Abuse Conference" to be held at Toronto, Thursday, 1986 11 20 to Friday, 1986 11 21 and that \$105.00 each be paid towards registration and expenses.

(m) That one teacher attend the "Sexual Assault Symposium" to be held at St. Catharines, Wednesday, 1986 10 15 and that \$40.00 be paid towards registration and expenses.

(n) That 7 principals or vice-principals be permitted to attend the "Ontario Principals' Association Conference in Toronto, Friday, 1986 10 24 and that \$75.00 each be paid towards registration and expenses. (Staff Development)

(o) That the action of the Superintendent of Curriculum & Special Services in permitting up to 5 teachers to attend the "Rec. Ed. Conference" held at Scarborough, Saturday, 1986 09 27 and that \$45.00 each towards registration be paid, be approved.

(p) That 7 Middle school teachers and 3 Junior school teachers attend sections of, or all of the "Science for Everyone Conference, sponsored by the Science Teachers' Association of Ontario" to be held at Toronto, Thursday, 1986 11 06 to Saturday, 1986 11 08 and that \$100.00 each be paid towards registration and expenses.

(q) That one teacher attend the "Ontario Association for Curriculum Development Conference" to be held at Toronto, Thursday, 1986 11 13 to Saturday, 1986 11 15 and that \$200.00 be paid for registration and expenses.

(r) That one teacher attend the "Symposia Series '86" to be held at Toronto, Friday, 1986 11 07 and that \$50.00 be paid towards registration.

(s) That one teacher attend the "Ontario Association of Geographers and Environmental Educators Conference" to be held at Toronto, Friday, 1986 10 17 and that \$30.00 be paid towards registration.

(t) That one principal attend "The Principal - The Complexity of the Task" to be held at Toronto, Thursday, 1986 10 23 to Friday, 1986 10 24 and that \$75.00 be paid towards registration and expenses. (Staff Development)

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That up to 20 special education teachers attend the 30th Annual Conference of the Ontario Federation of Chapters - Council for Exceptional Children to be held in Kitchener on Thursday, 1986 10 23 and / or Friday, 1986 10 24, and that \$1200 be set aside to be paid towards the cost of registrations and expenses.

(b) That two elementary teachers attend the Canadian Association of French Immersion Teachers Conference to be held in Ottawa on Friday, 1986 11 07 and Saturday, 1986 11 08, and that \$400 each be paid towards the cost of registration and expenses.

(c) That one Guidance Counsellor attend the Ontario School Counsellors' Association Conference to be held in Ottawa from Wednesday, 1986 11 12 to Friday, 1986 11 14, and that \$250 be paid towards the cost of registration and expenses.

5. That the following request regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Roger Baxter for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Elementary School Collective Agreement for the 1989-1990 school year, effective 1989 09 01 to 1990 08 31.

6. That the following report of the Committee re: The Early Primary Education Report Response be approved:

(a) That the response to the Early Primary Education Report be approved, as presented to the members.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 09 30.

ADDENDA

The following motions were considered at the October meeting of the Education Management Committee held on 1986 09 30 and were LOST.

PART I

1. That the report of the Study Committee re: Vanier Accommodation be referred to the Accommodation Committee to be brought back to the Trustees to be considered as a whole.

PART II

1. That the following report of the Trainable Retarded Children's Advisory Committee be approved:

(a) That the Advisory Committee for the Trainable Retarded be continued for one year.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

TENTH REPORT

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Kennedy, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee Recommends:

GENERAL

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That Sheila Melnychuk, Clerical Staff, be promoted to the position of Buyer Clerk, Purchasing, (Category C — maximum \$385.00 per week), effective 1986 10 06, with salary according to salary schedule.

(b) That Sharon Marshall, Clerical Staff, be promoted to the position of Senior Accounts Payable Clerk, Accounting, (Category E — maximum \$444.25 per week), effective 1986 10 06, with salary according to the salary schedule.

(c) That Silvana Delibato, Clerical Staff, be promoted to the position of Senior Clerk, Payroll, (Category D — maximum \$425.00 per week), effective 1986 10 06, with salary according to the salary schedule.

(d) That Valerie Authier be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1986 09 22, for a one-year term appointment, renewable if required, with salary according to the salary schedule.

(e) That the position of Transportation Clerk, Transportation, Category B2, be established, (maximum \$355.00 per week), effective

1986 10 20, and that the appointment be a one-year term appointment, and renewable if required.

(f) That Edward R. Hodgins be appointed Administrative Assistant to the office of the Business Administrator / Treasurer, commencing 1986 11 03 and ending 1987 08 31, with salary according to the salary schedule. (amended)

(g) That Howard E. Gardiner be appointed to the position of Equipment Repair Technician II, (Administrative Category 24 - \$26,250 per annum maximum), for a one year probationary period, effective 1986 11 03, with salary according to the salary schedule.

(h) That Ruth Simons be appointed to the position of Speech Therapist (Administrative Category 8 - \$39,830 per annum maximum), for a one year probationary period, effective 1986 11 10, with salary according to the salary schedule.

(i) That Wendy MacNair, Clerical Staff, be granted a Maternal Leave of Absence to commence 1986 12 29, in accordance with the Employment Standards Act.

(j) That the Affirmative Action Co-ordinator be requested to attend the Fall Employment Equity Networking Meeting, Co-sponsored by The Roman Catholic Separate School Board, District of Nipissing and The Nipissing Board of Education, to be held at North Bay, 1986 10 16-17, and that registration and expenses be paid according to policy.

(k) That three staff members from the Business Panel be requested to attend the CareerTrack Inc. seminar entitled "Assertiveness Training", to be held at Hamilton, 1986 10 14, and that \$95 each be paid towards registration.

(l) That one technician, Audio Visual Services, attend the International Television Association Canada Conference entitled "Dimensions '86", to be held at Toronto, 1986 11 05, and that the registration fee of \$110 be paid.

2. That clauses 1(a), (b), (c), 2(a), 3(a), (b), (c), (d), (e), (f), (g), 4(a), (b), (c), (e), (f), (g) and (h) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of Wilson F. Mouland, Administrative Staff, for the purpose of retirement, be accepted with regret effective 1986 12 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Andrew C. McGarth, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1986 10 31, and that the Board's retirement gratuity be paid.

(c) That the resignation of Harold VanDette, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret effective 1986 12 31, and that the Board's retirement gratuity be paid.

(d) That Debbie Castellani, Clerical Staff, be promoted to the position of Second Secretary (.5) - Caledon, (Category B2 - maximum \$355.00 per week), effective 1986 10 06, with salary according to the salary schedule.

(e) That Linda Prescod be appointed to the Probationary Secondary School Clerical Staff, effective 1986 09 22, Level 1, with salary according to the Collective Agreement.

2. That the request from the Ministry of the Environment to place an air pollution sampler on the roof of Albion School, be approved at no cost to the Board.

3. That the cost deviation report with respect to the secondary panel be approved in the amount of \$1,930.

4. That clauses 1(f), (h), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (r), (s), (t), (u), (v), (w), (x), 3(a), (b), (c), (d), and 5(a) of the report of the Education Management Committee be approved, and in connection with clause 1(h), that the Board's retirement gratuity be paid to Edna Clendenning, and in connection with clause 5(a), amended as follows: "... subject to full funding by the Ministry of Education at the Board's extraordinary grant rate."

PART II

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the resignation of P. Donald Hewitt, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1986 12 31, and that the Board's retirement gratuity be paid.

(b) That Karen Humphreys, Clerical Staff, be promoted to the position of Second Secretary - Elizabeth Bagshaw, (Category B2, maximum \$355.00 per week), effective 1986 10 02, with salary according to the salary schedule.

(c) That Darlene Bouskill be appointed to the Probationary Teacher Aide Staff (.5), effective 1986 09 15, at a starting salary of \$8.75 per hour.

(d) That Dianne Maki be appointed to the Probationary Teacher Aide Staff (.5), effective 1986 09 22, at a starting salary of \$8.75 per hour.

(e) That Todd Gray be appointed to the Probationary Teacher Aide Staff, effective 1986 10 06, at a starting salary of \$9.05 per hour, and subject to continued Ministry of Education funding.

(f) That the resignation of Sheila Elaine Armstrong, Teacher Aide Staff, be accepted, effective 1986 09 09.

(g) That the resignation of Terry Chafe, Teacher Aide Staff, be accepted effective 1986 09 12.

(h) That the resignation of Jane E. Boot, Clerical Staff, be accepted effective 1986 10 03.

(i) That one Social Worker be requested to attend the McMaster School of Social Work Conference entitled "Victims of Violence", to be held at Hamilton, 1986 10 10 and 1986 10 24, and that \$80 be paid towards registration and expenses.

(j) That four Social Workers be requested to attend a Mohawk College Workshop entitled "Managing Troubled Behaviour", to be held at Hamilton, 1986 11 13-14, and that \$140 each be paid towards registration and expenses.

(k) That one Teacher Aide (Special Education) be requested to attend the 30th Annual Conference of the Ontario Federation of Chapters - Council for Exceptional Children, to be held at Kitchener, 1986 10 24, and that \$90 be paid towards registration and expenses.

2. That the amount of \$3,000 be granted to the Hamilton Principals' Association Retreat to be held 1986 10 16-18.

3. That the request from the Ministry of the Environment to place an air pollution sampler on the roof of Westwood School, be approved at no cost to the Board.

4. That the cost deviation report with respect to the elementary panel be approved in the amount of \$2,389.

5. That clauses 1(a), 3(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (r), (s), (t), 4(a), (b) and (c) of the report of the Education Management Committee be approved.

Respectfully submitted,

Sandi Bell,
Chairman.

Board Room,
1986 10 02.

ADDENDUM

The following motion was considered at the 1986 10 02 meeting of the Business Management Committee, and was LOST:

PART I

1. That recommendation 5(a) of the report of the Education Management Committee be referred to the Accommodation Committee.

**REPORT OF THE SPECIAL MEETING OF THE
EDUCATION MANAGEMENT COMMITTEE**

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Löwe, Maguire, Ruddle, Vine, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, Macaluso, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer) and McKague (Superintendent of Curriculum and Special Services).

The Committee recommends:

PART I

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That Jonathan Brown be appointed to the Probationary Staff, effective 1986 10 14, with salary according to schedule.

PART II

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That Darlene Boychuk be appointed to the Probationary Staff, effective 1986 10 14 (.5), with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 10 09.

REPORT OF THE COMMITTEE RE: MANDATORY RETIREMENT

Present: Mr. D. Maguire (Chairman), Trustees Baskin, Flaherty, Webb and Van Horne.

Officials Present: Mr. A. Stockwell (Area Superintendent), Mr. B. Sinclair (Manager, Personnel and Employee Relations), Ms. L. Sproule-Jones (Affirmative Action Co-ordinator).

The Committee recommends:

GENERAL

1. That the Committee re Mandatory Retirement has studied the issue of mandatory retirement and it recommends the Board stay with its present practice.

Respectfully submitted,

DOMINIC MAGUIRE,

Chairman

Committee Room,
1986 09 23.

**REPORT OF THE COMMITTEE TO STUDY
THE RECOMMENDATION OF THE
MACDONALD COMMISSION
RE: THE AMALGAMATION OF THE HAMILTON AND
WENTWORTH BOARDS OF EDUCATION**

Present: Trustee D. Maguire (Chairman), Trustees Cunningham, Hicks, Vine and Van Horne.

Also Present: Trustees Bell, Clarke, Detwiler, Kennedy, Mulholland, Rogers and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. P. Shewfelt (Manager, Accounting and Budget)

The Committee recommends:

GENERAL

(a) That the Board of Education for the City of Hamilton, having weighed all the information available to it at this time, is in opposition to Recommendation #4 of the Macdonald Commission Report (as it applies to Hamilton-Wentworth) as a means of financing education in our area.

Respectfully submitted,

Mr. DOMINIC MAGUIRE,
Chairman.

Committee Room,
1986 09 22.

REPORT OF THE SALARY COMMITTEE

Present: Miss H. Detwiler (Chairman), Trustees Baskin, Bell, Lowe, Mulholland and Van Horne.

Officials Present: Mr. A. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. D. B. Sinclair (Manager, Personnel and Employee Relations), Mr. A. Stockwell (Area Superintendent), and Miss D. Russon (Personnel Analyst).

The Committee recommends:

GENERAL

1. That a responsibility allowance of \$6,000.00 per annum be paid to Mr. Paul Shewfelt, Manager of Accounting and Budget for the additional duties and responsibilities as assistant to the Business Administrator / Treasurer effective 1986 10 01.

PART II

1.(a) That the Board approve a 55¢ per hour increase for Teacher Aides effective 1986 09 01 to produce the following rates of pay:

	Hourly Rate	
Teacher Aide	\$9.30	Minimum
	\$9.63	Maximum (after 1 year of service)
Teacher Aide, Special Education	\$9.60	Minimum
	\$9.93	Maximum (after 1 year of service)

(b) (i) That the Board continue to contribute 90% of the premium cost of O.H.I.P. and Blue Cross Semi-Private Hospital Care.

(ii) That effective 1986 11 01, the Board shall contribute 75% of premium cost of:

Extended Health (\$10 / \$20 deductible) — (including
Vision Care—\$60.00 every 2 year period)
Group Life Insurance—\$5,000 Policy.

(c) (i) That effective 1986 09 01, the maximum Accumulation Sick Leave be increased to 150 days.

(ii) The full amount of the U.I.C. Rebate shall accrue to the credit of the Board as in the past.

(d) That effective the 1987 vacation year, all employees who have attained twenty-seven (27) years' service with the Board prior to September 1 in any year shall be entitled to six (6) weeks' vacation with pay. Vacation pay shall be prorated in the same proportion that a 10 month schedule bears to a 12 month schedule.

2. That the Board approve a 55¢ per hour increase for Lunchroom Aides effective 1986 09 01 to produce the following rates of pay:

Minimum	\$9.30 per hour
Maximum	\$9.63 per hour
(after 1 year of service)	

Respectfully submitted,

Committee Room,
1986 09 25

Miss H. DETWILER,
Chairman.

MINUTES OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 11 13.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Flaherty, Frosina, Gallagher, Hicks, Kennedy, Lowe, Macaluso, Maguire, McMurrich, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), McKague (Superintendent of Curriculum and Special Services), Rielly (Superintendent of Operations), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. Rogers (Administrative Secretary).

The minutes of the last regular and special meetings were adopted as presented to the members.

Communications from the Ministry of Education confirming the eligibility of Mr. John Penner and Mr. Frank Kelly in their positions, the City Clerk's office regarding the televising of all Board meetings, and the Hamilton and District Labour Council congratulating the Board on the appointment of the Affirmative Action Co-Ordinator were read to the members. All communications were received and filed.

Trustee Deans understood any arrangements for televising Board meetings would be made with Cable 14 Community Television, and Trustee Webb understood this is part of the public relations plan currently being discussed by the Systems Public Relations Committee.

The Chairman then called on Mr. John Boich, Executive Director of the Ontario Association of Education Administrative Officials to make a presentation to the members of the Board. A plaque in grateful recognition to the Board in allowing Mr. Arnold J. Krever to act as President of the Association over the last year was accepted on behalf of the Board by Mrs. Van Horne. The Chairman remarked that the Board was very honoured to have had Mr. Krever act as President for the O.A.E.A.O. and the experience and knowledge he gained from other Boards can only benefit the Hamilton Board and the students of the system.

Trustee Ruddle gave notice that he would move or caused to be moved at the next regular meeting or special meeting called for the purpose, the following motion:

That Clause (93(b)) in the Rules and Regulations of the Board that refers to the Budget Review Committee be changed to read: "That the Budget Review Committee report to the Board".

A notice of motion was presented by Trustee Maguire as follows:

WHEREAS Canada is a multi-cultural nation,

WHEREAS Hamilton-Wentworth epitomizes that multiculturalism,

WHEREAS Educators should be leaders in creating social harmony, and

WHEREAS education includes lessons in respect and understanding, as well as math and science,

THEREFORE BE IT RESOLVED, that the Board of Education for the City of Hamilton form and implement a policy governing race relations.

Trustee Clarke moved or caused to be moved at the next regular meeting or special meeting called for the purpose, the following motion:

That the Board of Education for the City of Hamilton publish as a part of the yearly Accommodation Report, the location of our programmes for exceptional children.

Committee reports were presented as follows:

Education Management Committee and special report
—Mrs. Clarke

Business Management Committee and special report
—Mrs. Bell

Liaison Committee—Miss Detwiler

Rules and Regulations Committee—Mr. Ruddle

Moved by Mrs. Clarke, seconded by Miss Cunningham: That the General Part of the report of the Education Management Committee, excluding clause 6(a), and (b), be and the same is hereby adopted.

The Chairman explained the reasoning for excluding clause 6(a) and (b), whereby a possible conflict exists if the Addendum under the report of the Business Management Committee is brought forward. This will allow the members to deal with the whole issue.

The report was then adopted.

Moved by Mrs. Bell, seconded by Mr. Maguire: That the General part of the report of the Business Management Committee, and the special report, excluding clause 5, be and the same is hereby adopted. Carried.

Moved by Mrs. Baskin, seconded by Mrs. Deans: That clause 6(a) and (b) of the General Part of the report of the Education Management Committee, and clause 5 of the General part of the report of Business Management Committee be and the same is hereby adopted. Carried.

Moved by Miss Detwiler, seconded by Mrs. Clarke: That the report of the Liaison Committee with the Hamilton-Wentworth Roman Catholic School Board be and the same is hereby adopted.

Trustee Baskin appreciated receiving the minutes, but she has always supported the concept of a tri-Board committee. The Chairman explained that the Wentworth County Board of Education is mainly concerned with programme, while Hamilton is concerned with accommodation. The Director added the priorities are different at this time.

The report was then adopted.

Moved by Mr. Ruddie, seconded by Mrs. Baskin: That the report of the Rules and Regulations Committee be and the same is hereby adopted. A two-thirds majority was obtained and the report was adopted.

Under Unfinished Business, Trustee Deans thanked the officials for the work undertaken in memory of Dr. Harry Paikin. This included the inscription in the lobby, the naming of the Library and the publication of his poems.

Moved by Mr. Di Ianni, seconded by Mr. Flaherty: That the members extend to Mrs. Ruth Van Horne their appreciation for the courteous and efficient manner in which she conducted the business of the Board during the past year.

Trustee Di Ianni remarked on the leadership shown by Mrs. Van Horne especially in keeping such a diverse group of people working together.

The motion was adopted.

PART I

Moved by Mrs. Clarke, seconded by Mr. Gallagher: That Part One of the report of the Education Management Committee, and the special report, be and the same is hereby adopted. Carried.

Moved by Mrs. Bell, seconded by Mr. Macaluso: That Part One of the report of the Business Management Committee be and the same is hereby adopted.

Moved by Mr. Mulholland, seconded by Mr. Ruddle: That clause 2 regarding Memorial Bursaries be re-opened for discussion.

A two-thirds majority was obtained and it was adopted.

The report was then adopted.

Under New Business, the results of the election of the French-speaking ratepayers were announced to the members. Mr. H. Paquin, Mr. J. Desmarais and Mrs. Patenaude-Barker were acclaimed to the French Language Education Council.

PART II

Communications from the Hamilton Teachers' Federation thanking the Board for its contribution towards its professional development day and from Mr. A. E. Windsor thanking the Board for the retiring gratuity were read to the members. These were received and ordered filed.

Moved by Mrs. Clarke, seconded by Miss Detwiler: That Part Two of the report of the Education Management Committee be and the same is hereby adopted.

Trustee Deans voiced her opposition to the report in light of clause one.

The report was then adopted.

Moved by Mrs. Bell, seconded by Mrs. Clarke: That Part Two of the report of the Business Management Committee be and the same is hereby adopted. Carried.

Prior to adjournment, Mrs. Van Horne took the opportunity to thank her colleagues, officials and staff for their support during her past year as Chairman.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE EDUCATION MANAGEMENT COMMITTEE

ELEVENTH REPORT

Present: Mrs. Mary Caye Clarke, (Chairman), Trustees Baskin, Deans, Di Ianni, Gallagher, Kennedy, Lowe, Maguire, Ruddell, Vine, Webb and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Hicks, McMurrich and Mulholland.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. K. A. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum & Special Services), Mr. P. Beveridge (Associate Superintendent of Curriculum & Special Services), Mr. P. Shewfelt (Manager, Accounting and Budget), Mrs. S. Rogers (Administrative Secretary)

The Committee recommends:

GENERAL

1. That the following recommendations of the Director of Education be approved:

(a) That a member of Senior Management attend the American Association of School Administrators 1987 Annual Convention to be held at New Orleans, Friday, 1987 02 20 to Monday, 1987 02 23, and that registration and expenses be paid according to policy.

(b) That an Area Superintendent attend the OAEAO Education Law In Ontario Series, to be held at Toronto commencing Wednesday, 1986 11 12 and that registration and expenses be paid.

(c) That the Superintendent of Operations and an Area Superintendent attend the OCLEA workshop "Towards Excellence in Teacher Evaluation" to be held at Toronto, Thursday, 1986 11 20 and Friday, 1986 11 21, and that \$250 each be paid towards registration and expenses.

(d) That two principals attend the Annual Conference of the Ontario Educational Research Council to be held at Toronto on Friday, 1986 12 05 and Saturday, 1986 12 06, and that \$90 each be paid towards expenses.

(e) That three members of the Research Services Department attend the Annual Conference, including the pre-conference workshop of the Ontario Educational Research Council to be held at Toronto on Thursday, 1986 12 04 to Saturday, 1986 12 06, and that \$100 each be paid towards expenses.

2. That the following recommendation of the Superintendent of Operations be approved:

(a) That the provision of an Employee Assistance Program be adopted as a policy of the Board to be incorporated on an on-going basis.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That the Supervisor of Computer Studies attend the "Provincial Symposium on Computers in Education Conference" to be held at Toronto, Wednesday, 1986 11 19 to Thursday, 1986 11 20 and that \$120 be paid towards registration.

(b) That the Superintendent of Curriculum and Special Services and one Consultant of Computer Studies, attend the "Provincial Symposium on Computers in Education Conference" to be held at Toronto, Wednesday, 1986 11 19 and that \$60 each be paid towards registration.

(c) That the Supervisor of Mathematics and two Math Consultants attend "The Ontario Mathematics Coordinators' Association Mathematics Consultants' Seminar" to be held at Toronto, Friday, 1986 11 21 and that \$50 each be paid towards registration.

(d) That two Physical and Health Education Consultants attend the "Effective Marketing of Physical and Health Education Programs" to be held at Toronto, Friday, 1987 02 20 and that \$105 each be paid towards registration and expenses.

(e) That the Staff Development Leader attend the "Women in Education Administration Ontario 5th Annual Conference - Women, Leadership, Change" to be held at Toronto, Thursday, 1986 11 06 (evening) to Friday, 1986 11 07 and that \$115 be paid towards registration and expenses. (staff development)

(f) That one Area Superintendent and the Supervisor of Languages attend the "Ontario School Trustees, Council F.S.L. Conference" to be held at Toronto, Thursday, 1986 12 11 to Friday, 1986 12 12 and that \$230 each be paid towards registration and expenses.

(g) That one Computer Studies Consultant attend the "Classroom Data File Management Watcom Seminar" to be held at Waterloo, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$190 be paid towards registration.

(h) That the action of the Superintendent of Curriculum and Special Services in permitting the Supervisor of Technological Education to attend "The Ontario Technical Co-ordinators' Association Annual Meeting" to be held at Sudbury, Wednesday, 1986 10 29 to Friday, 1986 10 31 be approved, and that expenses be paid according to policy.

(i) That a grant application in the amount of \$63,808 to Canada Employment and Immigration - Job Development for three graphic artists for the 1987 calendar year at no cost to the Board, be approved.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That one Adjustment Counsellor attend the "Managing Troubling Behaviour Workshop" to be held in Hamilton on Thursday, 1986 11 13 and Friday, 1986 11 14, and that the registration fee of \$140 be paid.

(b) That one Special Education Consultant attend the Canadian Conference on Thinking to be held at Toronto from Wednesday, 1986 11 19 to Friday, 1986 11 21, and that \$240 be paid towards the cost of registration and expenses.

(c) That one Special Education Consultant attend the School-to-Work Transition Conference at Toronto on Thursday, 1986 12 04 and Friday, 1986 12 05 and that \$80 be paid towards the cost of registration and expenses.

(d) That the Supervisor of Media Services attend the Canadian Library Association's Seminar on Microcomputers to be held at Toronto, Friday, 1987 01 23 and that \$110 be paid towards the cost of registration and expenses.

(e) That one Outdoor Education Teacher attend the Project Wild Leadership Workshop to be held at Dorset from Wednesday, 1986 12 17 to Friday, 1986 12 19, and that \$95 be paid towards the cost of registration and expenses.

(f) That one Special Education Consultant attend the Exemplary Practice in Special Education Conference to be held at Toronto from Wednesday, 1986 12 03 to Friday, 1986 12 05, and that \$145 be paid towards the cost of registration and expenses.

(g) That one Special Education Consultant attend the Exemplary Practice in Special Education Conference to be held at Toronto on Wednesday, 1986 12 03 and that \$55 be paid towards the cost of registration and expenses.

(h) That one Special Education Consultant attend the Teaching English as a Second Language Conference to be held at Toronto from Thursday, 1986 11 20, and that \$95 be paid towards the cost of registration and expenses.

5. That the Board of Education for the City of Hamilton send a letter to the Hamilton-Wentworth Roman Catholic School Board stating that the Hamilton Board is not interested in the offer of St. Emeric School.

6. That the following recommendations of the Associate Superintendent of Curriculum and Special Services regarding the Speech and Language - Service Delivery Model be approved:

(a) That the suggested model relative to speech and language services be adopted by the Board of Education for the City of Hamilton.

(b) That three speech aides be appointed, effective 1986 12 01.

(c) That the pilot model be evaluated and a report made to the Board in January, 1988.

7. That the following recommendation from the Report of the Special Education Advisory Committee be approved:

(a) That the Hamilton Board of Education purchase, for each school library, information kits from Epilepsy Hamilton and District, at a cost of \$3.53 per kit. (approximate total cost - \$324.76)

8. That the members extend to Mrs. Mary Caye Clarke their appreciation for the courteous and efficient manner in which the business of the committee has been conducted for the past year.

PART I

1. That the following recommendations of the Superintendent of Operations be approved:

(a) That the following teachers be appointed to the Probationary Staff, effective 1986 11 17, with salaries according to schedule:

Janice Hayashi (½ Semester 1 only)

Brenda Holt (Semester 1 only)

Robert Young

(b) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Karen Baetz, 1986 10 27 to 1987 04 10

Paul Beattie, 1986 09 02 to 1986 10 13

Mary Bliszczuk, 1986 09 02 to 1986 09 30
Jonathan Brown, 1986 09 02 to 1986 10 13
Janice Hayashi, 1986 10 10 to 1986 11 14 (%)
John Liddell, 1986 09 02 to further notice
Patricia Ormerod, 1986 09 02 to further notice
Lloyd Reid, 1986 10 06 to further notice
Janice Scott, 1986 09 02 to 1986 09 30
Brenda Wisborg, 1986 09 02 to 1986 09 30
Nellie Wong, 1986 10 01 to further notice
Robert Young, 1986 10 20 to 1986 11 14

(c) That the resignation of Rudolf Zeller, who is retiring on superannuation, effective 1987 01 31, be accepted with regret, and that he be considered for gratuity in accordance with the Board's plan.

(d) That the request of Hilda Mak for a Release of Contract, effective 1986 11 14, be granted.

(e) That the following Acting Assistant Department Heads be confirmed in their positions, effective as shown:

John Bald, 1986 08 31 (Business)
Norma Jones, 1986 08 31 (Business)
James Lawson, 1986 08 31 (Technical)
Carl Ouellette, 1986 08 31 (Technical)
David Wright, 1986 08 31 (Business)

(f) That the following Acting Department Heads be confirmed in their positions, effective as shown:

Victor Andreychuk, 1986 08 31 (Technical)
William George, 1986 08 31 (History)
Larry Pitz, 1986 08 31 (Business)
Avanell Scherer, 1986 08 31 (Business)

(g) That the following trips be approved:

(i) Barton, Grades 11-12, Outdoor Education, Talisman Resort, 1987 01 07

(ii) Delta, Grade 13, Buffalo, N.Y., NHL hockey game, 1986 12 19

(iii) Delta, Grade 13, Mount St. Louis, 1987 01 08

(iv) Delta, Grades 11-12, Mount St. Louis, 1987 01 13

(v) Hill Park, Grades 9-13, Music, Orlando, Florida, 1987 04 14 to 1987 04 19 (Tuesday to Sunday)

(vi) Glendale, Grades 10, 11, 12, Art, Albright Knox Art Gallery, Buffalo, N.Y. 1986 11 25

2. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one secondary (composite) teacher attend the "Classroom Data File Management Watcom Seminar" to be held at Waterloo, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$220.00 be paid towards registration and expenses.

(b) That one secondary (composite) teacher attend the "Introducing Watcom GKS Graphics Watcom Seminar" to be held at Waterloo, Monday, 1986 11 10 to Tuesday, 1986 11 11 and that \$220.00 be paid towards registration and expenses.

(c) That one secondary (composite) vice-principal attend "The Vice-Principals - The Forgotten Leader OCLEA Conference" to be held at Toronto, Monday, 1987 01 26 and that \$115.00 be paid towards registration. (Staff Development)

(d) That one secondary (composite) teacher attend the "Canadian Conference on Thinking" to be held at Toronto, Wednesday, 1986 11 19 to Friday, 1986 11 21 and that \$285.00 be paid towards registration and expenses.

(e) That two secondary (vocational) teachers attend the "Audit '86 Basic Level Education Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$200.00 each be paid towards registration and expenses.

(f) That the Board of Education provide a total of \$517.59 as its share of the Seventh Annual Careers in Theatre Seminar and Fifth Annual Career in Music Seminar to be held at Hamilton Place in the Spring and Fall of 1987.

(g) That the action of the Superintendent of Curriculum & Special Services in permitting four teachers to attend the "Ontario Horticulture Teachers' Association's Annual Workshop" held at Guelph, Friday, 1986 10 31 and that \$60.00 each towards registration and expenses be paid, be approved.

(h) That one secondary (composite) teacher attend the "Leaders in Education Conference" to be held at Toronto, Wednesday, 1986 11 26 to Friday, 1986 11 28 and that \$245.00 be paid towards registration and expenses (Staff Development)

(i) That seven secondary teachers attend the "Learning for Living and Earning" to be held at Toronto, Thursday, 1986 12 04 to Saturday, 1986 12 06 and that \$180 each be paid towards registration.

(j) That one secondary (composite) teacher attend the "Adults In Schools '86 - A Seminar for Teachers" to be held at London,

Ontario, Friday, 1986 11 07 and that \$75.00 be paid towards registration and expenses.

(k) That 12 secondary (vocational) teachers attend the "Concerns '86 15th Annual Conference" to be held at Toronto, Monday, 1986 11 24 and that \$55.00 each be paid towards registration and expenses. (Staff Development)

(l) That two secondary (composite) teachers attend the "Impact '86 conference" to be held at Toronto, Thursday, 1986 11 13 to Saturday, 1986 11 15 and that \$170.00 each be paid towards registration and expenses.

(m) That a grant application in the amount of \$255,215 to Canada Employment and Immigration - Job Development for one Office Manager / Senior Word Processing Operator, two Word Processing Operators, three Graphic / Commercial Artists for the completion of the Values Education '**Adolescent Citizenship Program**' at no cost to the Board, be approved.

(n) That one secondary (composite) vice-principal attend the "Principal as Curriculum Leader and Change Agent" to be held at Toronto, Monday, 1987 02 02 and that \$135.00 be paid towards registration and expenses. (Staff Development)

(o) That one secondary (composite) principal attend the "Organizational Policy for School Improvement Conference" to be held at Toronto, Thursday, 1987 02 26 to Friday, 1987 02 27 and that \$175.00 be paid towards registration and expenses. (Staff Development)

(p) That one secondary (composite) teacher attend the "Basic Level Planning - 15th Annual Conference" to be held at Toronto, Monday, 1986 11 24 and that \$60.00 be paid towards registration and expenses.

(q) That three secondary (vocational) teachers attend the "Learning Styles with Dr. Rita Dunn Seminar" to be held at Toronto, Thursday, 1986 11 13 and that \$100.00 each be paid towards registration and expenses. (Staff Development)

(r) That one secondary (composite) teacher attend the "Impact '86 conference" to be held at Toronto, Thursday, 1986 11 13 to Saturday, 1986 11 15 at no cost to the Board.

(s) That three secondary (composite) teachers attend the "Women in Educational Administration Annual Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$150.00 each be paid towards registration and expenses. (Staff Development)

(t) That one secondary (composite) principal, one vice-principal and one Department Head attend the "OCLEA - Towards Excellence in Teacher Evaluation Conference" to be held at Toronto, Thursday, 1986 11 20 to Friday 1986 11 21 and that \$250.00 each be paid towards registration and expenses. (Staff Development)

(u) That three secondary (composite) teachers attend the "Countermeasures '86 Conference" to be held at Toronto, Sunday, 1986 12 07 to Tuesday, 1986 12 09 and \$80.00 each be paid towards expenses.

3. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That up to four teachers attend the Teaching English as a Second Language Conference to be held in Toronto from Thursday, 1986 11 20 to Saturday, 1986 11 22, and that \$195 in total be paid towards the cost of registration and expenses.

(b) That two secondary school staff attend the "Managing Troubling Behaviour Workshop" to be held in Hamilton on Thursday, 1986 11 13 and Friday, 1986 11 14, and that the registration fee of \$140 each be paid.

(c) That one secondary school teacher attend the Teaching English as a Second Language Conference to be held in Toronto on Thursday, 1986 11 20 and Friday, 1986 11 21 and that \$90 be paid towards the cost of registration and expenses.

(d) That one secondary school teacher attend the Exemplary Practice in Special Education Conference to be held in Toronto from Wednesday, 1986 12 03 to Friday, 1986 12 05 and that \$145 be paid towards the cost of registration and expenses.

(e) That three secondary school teachers attend the Exemplary Practice in Special Education Conference to be held in Toronto from Wednesday, 1986 12 03 to Friday, 1986 12 05 and that \$365 in total be paid towards the cost of registration and expenses.

4. That the following requests regarding the "4 Over 5" Plan be approved:

(a) That approval be granted for the request of Charlotte Crouch for a Leave of Absence under the Salary Holdback Plan ("4 Over 5") of the Secondary School Collective Agreement for the 1990-1991 school year, effective 1990 09 01 to 1991 08 31.

(b) That the Board rescind the leave of absence granted to Helen Valenzuela for the 1989-1990 school year, effective 1989 09 01 to 1990

08 31 and approve her request to withdraw from the Salary Holdback Plan ("4 Over 5").

PART II

1. That the Advisory Committee for the Trainable Retarded be discontinued effective November 30th, 1986.

2. That the following recommendations of the Superintendent of Operations be approved:

(a) That Norah Franklin be appointed Acting Principal of an Elementary School, effective 1986 10 27, with salary according to schedule.

(b) That the following teachers be appointed to the Probationary Staff, effective 1986 11 17, with salaries according to schedule:

Rosemary Almas

Wayne P. Jessop

(c) That the following teachers be appointed to the Occasional Staff, effective as shown, with salaries according to schedule:

Barry D. Bodo, 1986 09 02 to further notice

Carla Dilenberger, 1986 09 19 to further notice

Gayle S. Heywood, 1986 11 03 to 1987 02 20

Nora Majik, 1986 11 03 to 1986 12 12

Nancy L. Munn, 1986 10 27 to 1987 02 20

Linda R. O'Brien, 1986 11 03 to 1986 12 19

Sharon A. Reading, 1986 09 05 to 1986 10 03

Charmain R. Sebestyen, 1986 09 15 to further notice (.5)

Susan E. Uberig, 1986 09 02 to further notice

(d) That the effective date of Gayle S. Heywood's appointment to the Occasional Staff be changed to 1986 09 02 to 1986 10 31.

(e) That Sharon Oulahan's request to be returned from Leave of Absence, effective 1986 09 01 (.5), approved at the July Meeting, be rescinded.

(f) That the following teachers be returned from Leaves of Absence and assigned teaching duties, effective as shown:

Brigitte Kurtz, 1986 12 01

Michele Miles, 1987 01 01

(g) That the requests of the following teachers for Maternal Leaves of Absence, effective as shown, be granted in accordance with conditions governing Maternal Leave:

Diane Clark, 1986 10 27 to 1987 02 20
Lori Firstbrook, 1987 01 05 to 1987 05 01
Beverley Rea, 1987 01 19 to 1987 05 15

(h) That the requests of the following teachers for Maternal Leave of Absence be granted in accordance with conditions governing Maternal Leave, and that these Leaves be followed by Leaves of Absence for Parental Reasons, effective as shown:

Francoise Cyr, 1987 01 02 to 1988 12 31
Heather Germain, 1987 01 05 to 1987 08 31
Darlene Owen, 1986 12 01 to 1987 08 31

(i) That the requests of the following teachers for Parental Leaves of Absence, effective as shown, be granted:

Linda Geddes, 1986 12 30 to 1987 08 31
Sharon Oulahan, 1986 09 01 to 1987 08 31
Kathleen Penny, 1986 12 30 to 1987 08 31

(j) That the timetable of Mary Hyodo be changed from .5 to 1.0 effective 1986 09 15 to 1987 03 13.

(k) That the timetable of Alice Mantzel be increased from .6 to .8, effective 1986 10 20.

(l) That the following trips be approved:

(i) Cecil B. Stirling, Grade 8, History, Quebec City, Quebec, 1987 06 10-13 (Wednesday to Saturday)

(ii) Glen Brae, Grade 8, French, Quebec City, Quebec, 1987 02 18-21 (Wednesday to Saturday)

(iii) Hampton Heights, Grade 8, Ottawa, 1987 05 27-29 (Wednesday to Friday)

(iv) Ryerson, Grades 6, 7, 8, Outdoor Education, Camp Wanakita, 1987 02 08-11 (Sunday to Wednesday)

(v) Lake Avenue, Grade 8, Quebec City, Quebec, 1987 01 18-21 (Sunday to Wednesday)

(vi) Lake Avenue, Grades 6, 7, Outdoor Education, Camp Wanakita, 1987 02 01-04 (Sunday to Wednesday)

(m) That the effective date of Marcia Rottman's appointment to Occasional Staff be changed to 1986 09 10 to 1986 12 31.

(n) That the request of Brenda Southward for an extension of her Personal Leave of Absence, effective 1987 01 01 to 1987 08 31, be granted.

(o) That the timetable of Paula Polgar be increased from .5 to 1.0, effective 1986 11 17.

3. That the following recommendations of the Superintendent of Curriculum and Special Services be approved:

(a) That one principal attend the "Ontario School Trustees' Council F.S.L. Conference" to be held at Toronto, Thursday, 1986 12 11 to Friday, 1986 12 12 and that \$230.00 be paid towards registration and expenses.

(b) That one teacher attend the "Communicating for Effective Leadership OCLEA #37 Conference" to be held at Toronto, Thursday, 1987 02 12 to Friday, 1987 02 13 and that \$380.00 be paid towards registration and expenses. (Staff Development)

(c) That one teacher attend the "Power Communication Skills for Women Conference" to be held at Hamilton, Tuesday, 1986 12 09 and that \$95.00 be paid towards registration. (Staff Development)

(d) That three teachers attend the "OPSTF Kids & Curriculum - Beyond the Core Conference" to be held at Toronto, Thursday, 1986 11 27 to Friday, 1986 11 28 and that \$190.00 each be paid towards registration and expenses.

(e) That one teacher attend the "OPSTF Kids & Curriculum - Beyond the Core Conference" to be held at Toronto, Thursday, 1986 11 27 to Friday, 1986 11 28.

(f) That one teacher attend the "Demystifying the Reading Comprehension Process and Classroom Drama Across the Curriculum Conferences" to be held at Toronto, Friday, 1986 11 07 and Friday, 1986 11 14 and that \$120.00 be paid towards registration and expenses.

(g) That a grant application in the amount of \$41,976 to Canada Employment & Immigration - Job Development for two microcomputer operators / instructors at no cost to the Board, be approved.

(h) That three teachers attend the "Learning Styles with Dr. Rita Dunn Seminar" to be held at Toronto, Thursday, 1986 11 13 and that \$100.00 each be paid towards registration and expenses. (Staff Development)

(i) That three teachers attend the "Women in Educational Administration Annual Conference" to be held at Toronto, Thursday, 1986 11 06 to Friday, 1986 11 07 and that \$155.00 each be paid towards registration and expenses. (Staff Development)

(j) That one teacher attend the "Power Communication Skills for Women" to be held at Hamilton, Tuesday, 1986 12 09 and that \$95.00 be paid towards registration.

(k) That two principals and one vice-principal attend the "OCLEA - Towards Excellence in Teacher Evaluation Conference" to be held at Toronto, Thursday, 1986 11 20 to Friday, 1986 11 21 and that \$250.00 each be paid towards registration and expenses.

(l) That October E.M.C. recommendation (e) Part II be changed to read, "That 8 principals and 1 vice-principal attend the "Junior Division Conferences 4 & 5 - The Principal as Change Agent" to be held at Mississauga, Tuesday, 1986 10 21 and Wednesday, 1986 11 10 and that \$70.00 each be paid towards registration and expenses.

(m) That Tina Falbo be appointed Core French Consultant effective 1987 02 01 with salary according to schedule.

4. That the following recommendations of the Associate Superintendent of Curriculum and Special Services be approved:

(a) That three teachers attend the Ontario Institute for Studies in Education Exemplary Practice in Special Education Conference, as presenters, to be held in Toronto from Wednesday 1986 12 03 to Friday, 1986 12 05.

(b) That two elementary school staff attend the "Managing Troubling Behaviour Workshop" to be held in Hamilton on Thursday, 1986 11 13 and Friday, 1986 11 14, and that registration fee of \$140 each be paid.

(c) That five elementary teachers attend the Exemplary Practice in Special Education Conference to be held in Toronto from Wednesday, 1986 12 03 to Friday, 1986 12 05 and that \$765 in total be paid towards the costs of registration and expenses.

(d) That four elementary teachers attend the Exemplary Practice in Special Education Conference to be held in Toronto from Wednesday, 1986 12 03 to Friday, 1986 12 05 and that \$475 in total be paid towards the costs of registration and expenses.

(e) That two elementary teachers attend the Teaching English as a Second Language Conference to be held in Toronto on Thursday, 1986 11 20 and that \$45 each be paid towards the cost of registration and expenses.

Respectfully submitted,

Board Room
1986 11 04.

Mrs. MARY CAYE CLARKE,
Chairman.

REPORT OF THE BUSINESS MANAGEMENT COMMITTEE

ELEVENTH REPORT

Present: Sandi Bell, (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, Macaluso, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Lowe, Maguire, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever, (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. J. Singer (Deputy Administrator - Buildings), Mr. P. Shewfelt (Manager, Accounting and Budget), Mr. K. Rielly (Superintendent of Operations), Mr. C. McKague (Superintendent of Curriculum and Special Services), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That spirit duplicators in the schools be replaced over a three year period, commencing immediately.

2. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That the provision of an Employee Assistance Program be adopted as a policy of the Board to be incorporated on an ongoing basis.

(b) That Terri Adrian, Clerical Staff, be promoted to the position of Transportation Clerk, Transportation, Category B2, (maximum \$355.00 per week), (one-year term, subject to renewal), effective 1986 11 10, with salary according to the salary schedule.

(c) That Tammy Henderson be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1986 11 10, with salary according to the salary schedule.

(d) That Patricia Binkley be appointed to the probationary Clerical Staff, (Category A-B, maximum \$340.00 per week), effective 1986 11 10, with salary according to the salary schedule.

(e) That Anne Norman be appointed to the probationary Clerical Staff, (Category B2 - maximum \$355.00 per week), effective 1986 11 10, with salary according to the salary schedule.

(f) That the action of the Business Administrator, in permitting two Business Officials to attend the O.A.S.B.O. (Ontario Association of School Business Officials) Workshop entitled "Dollar Issues" (How School Boards Save Money), to be held at Niagara Falls, 1986 11 06-07, and that registration and expenses be paid according to policy, be approved.

(g) That two representatives from the Personnel Department be requested to attend the OAEAO / OASBO (Ontario Association of Education Administrative Officials / Ontario Association of School Business Officials) Contract Administrators' Workshop, to be held at Toronto, 1986 11 27-28, and that the registration fee of \$225 each be paid.

(h) That one member of the Business Staff be requested to attend the CareerTrack Inc. seminar entitled "Power Communication Skills for Women", to be held at Hamilton, 1986 12 09, and that the registration fee of \$95 be paid.

3. That the report re Capital Expenditures Forecast be approved, as presented.

4.(a) That the Secondary Schools and the Education Centre offices be closed during the Christmas and New Year's Holiday period in accordance with the following schedule:

Wednesday, 1986 12 24	— 12:00 Noon closing
Thursday, 1986 12 25	— Christmas Day
Friday, 1986 12 26	— Boxing Day
Wednesday, 1986 12 31	— 12:00 Noon closing
Thursday, 1987 01 01	— New Year's Day
Friday, 1987 01 02	— closed.

(b) That, where the obligations of the Board permit, Clerical, Secretarial, Administrative, Caretaking, Maintenance and Cleaning employees be scheduled to work Saturday, November 29, 1986, as a substitute day for Friday, January 2, 1987, subject to agreement by Local 1344, C.U.P.E., Local 343, O.P.E.I.U., the Clerical Association, and approval from the Ministry of Labour.

5. That the financial implications of clauses 6(a) and (b) of the report of the Education Management Committee be approved.

6. That clauses 1(a), (b), (c), (d), (e), 2(a), 3(a), (b), (c), (d), (e), (f), (g), (h), (i), 4(a), (b), (c), (d), (e), (f), (g), (h), 6(a), (b) and 7(a) of the report of the Education Management Committee be approved.

PART I

1. That the following recommendations of the Business Administrator be approved as presented to the members:

(a) That Frank Collis be appointed to the position of Secondary School Foreman, (Administrative Category 14 - \$33,389 maximum), for a one year probationary period, effective 1986 11 10, with salary according to the salary schedule.

(b) That John Ferrier be confirmed in the position of Secondary School Foreman, effective 1986 10 30.

(c) That the resignation of Patricia Gallo, Clerical Staff, be accepted, effective 1986 11 28.

(d) That the action of the Business Administrator / Treasurer in permitting one representative from the Secondary School Clerical Staff to attend the Padgett-Thompson seminar entitled "Today's Woman Supervisor", to be held at Hamilton, 1986 11 04, and that \$135 be paid towards registration and expenses, be approved.

2. That seventy-nine students receive a Memorial Bursary in the amount of \$75 each per month, retroactive to 1986 09 01, and that five students receive discretionary-limited assistance in the amount of \$150 each.

3. That the following report of the Transportation Committee be approved:

(a) That secondary special education students (as identified under Bill 82), living two miles or more from school, be provided with bus tickets.

4. That the cost deviation report with respect to the secondary panel, be approved in the amount of \$2,623.

5. That clauses 1(c), 2(a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (n), (o), (p), (q), (s), (t), (u), 3(a), (b), (c), (d) and (e) of the report of the Education Management Committee be approved, and in connection with clause 1(c), that the Board's retirement gratuity be paid to Rudolf Zeller.

PART II

1. That the following recommendations of the Business Administrator be approved, as presented to the members:

(a) That the resignation of Gladys Leslie, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1986 10 31, and that the Board's retirement gratuity be paid.

(b) That the resignation of Anna Bodnar, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1987 06 30, and that the Board's retirement gratuity be paid.

(c) That the resignation of George A. Woods, Caretaking and Maintenance Staff, for the purpose of retirement, be accepted with regret, effective 1987 01 31, and that the Board's retirement gratuity be paid.

(d) That the resignation of Caroline Sheeler, Cleaning Staff, for the purpose of retirement, be accepted with regret, effective 1987 01 23, and that the Board's retirement gratuity be paid.

(e) That Rhonda Hirst be confirmed in the position of Developmental Specialist, effective 1986 09 01.

(f) That Jackie Nawrocky be confirmed in the position of Developmental Specialist, effective 1986 09 01.

(g) That the resignation of Todd Gray, Teacher Aide Staff, be accepted effective 1986 10 16.

(h) That Joyce Mills, Teacher Aide Staff, be granted a Personal Leave of Absence, effective 1986 10 20 until 1987 06 25.

(i) We regret to announce the death of Mary Schuschwal, Cleaning Staff on 1986 10 29.

2. That the cost deviation report with respect to the elementary panel, be approved in the amount of \$2,233.

3. That clauses 3(a), (b), (c), (d), (f), (g), (h), (i), (j), (k), (l), 4(b), (c), (d), and (e) of the report of the Education Management Committee be approved.

4. That the members extend to Sandi Bell their appreciation for the courteous and efficient manner in which the business of the committee was conducted in the past year.

Respectfully submitted,

Board Room,
1986 11 06.

SANDI BELL,
Chairman.

ADDENDUM

The following motion was considered at the in-camera session of the meeting of the Business Management Committee of 1986 11 06, and was LOST.

GENERAL

1. That clauses 6(a) and (b) of the report of the Education Management Committee be referred to the Budget Review Committee.

REPORT OF THE SPECIAL MEETING OF THE EDUCATION MANAGEMENT COMMITTEE

Present: Mary Caye Clarke (Chairman), Trustees Baskin, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine, Webb, Bell and Van Horne.

Also Present: Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, McMurrich, Mulholland and Rogers.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), and Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

PART I

1. That the following recommendation of the Superintendent of Operations be approved:

(a) That Laura Zaffiro be appointed to the Probationary Staff, effective 1986 11 17, (full time Semester 1 only), with salary according to schedule.

Respectfully submitted,

Mrs. MARY CAYE CLARKE,
Chairman.

Board Room,
1986 11 13.

REPORT OF THE SPECIAL MEETING OF THE BUSINESS MANAGEMENT COMMITTEE

Present: Sandi Bell (Chairman), Trustees Cunningham, Detwiler, Flaherty, Frosina, Hicks, McMurrich, Mulholland, Rogers, Clarke and Van Horne.

Also Present: Trustees Baskin, Deans, Gallagher, Kennedy, Lowe, Maguire, Ruddle, Vine and Webb.

Officials Present: Messrs. Krever (Director of Education and Secretary), Penner (Business Administrator / Treasurer), Rielly (Superintendent of Operations), McKague (Superintendent of Curriculum and Special Services), Beveridge (Associate Superintendent of Curriculum and Special Services), Shewfelt (Manager, Accounting and Budget), and Mrs. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1. That Elizabeth R. Ciprietti be appointed to the position of Speech Therapist, (Administrative Category 8 — \$39,830 per annum maximum), for a one year probationary period, effective 1986 12 01, with salary according to the salary schedule.

2. That the request of the Director to hire two Speech Therapists, prior to formal Board approval, be adopted.

Respectfully submitted,

SANDI BELL,
Chairman.

Board Room,
1986 11 13.

**REPORT OF THE LIAISON COMMITTEE
WITH THE HAMILTON-WENTWORTH
ROMAN CATHOLIC SCHOOL BOARD**

Present: Ruth Van Horne (Chairman), Trustees Detwiler and Clarke.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. A. Stockwell (Area Superintendent), Mr. J. Forrester (Area Superintendent).

H.W.R.C.S.B.: Trustees Kennedy, Evangelisto and Morreale, Mr. P. Brennan (Director of Education and Secretary-Treasurer), Mr. J. Hansen (Superintendent of Operations and Supervision), Mr. P. Burns (Superintendent of Curriculum and Planning).

The Committee recommends:

GENERAL

1. That representatives of The Board of Education for the City of Hamilton and The Hamilton-Wentworth Roman Catholic School Board meet as a joint committee, and that the composition of the committee will be three members of each Board and one representative from the French Language Education Council (from each Board).

Respectfully submitted,

RUTH VAN HORNE,
Chairman.

Committee Room,
1986 10 28.

REPORT OF THE RULES AND REGULATIONS COMMITTEE

Present: James Ruddle, (Chairman), Trustees Baskin, Cunningham, Kennedy and Van Horne.

Also Present: Trustees Detwiler, Mulholland and Vine; French Language Advisory Committee Members: Marie Barker, Jean Desmarais and Hubert Paquin.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary), Mr. J. Penner (Business Administrator / Treasurer), Mr. E. Hodgins (Administrative Assistant to the Business Administrator / Treasurer), Mrs. S. Rogers (Administrative Secretary).

The Committee recommends:

GENERAL

1.(a) That the Rules and Regulations pertaining to Board-established committees (Rule #4) be suspended for a period not to exceed three months.

(b) That the Chairman and Vice-Chairman of the Board be selected at the Caucus of the Board on Tuesday, November 18, 1986 and confirmed at the Inaugural on Monday, December 1, 1986.

(c) That the present membership of the Standing Committees (i.e. Education Management Committee and Business Management Committee), and Special Committees (i.e. Affirmative Action, Budget Review, Personnel, Rules and Regulations and Salary Committees) of the Board continue for the period of the suspension.

(d) That the appropriate members of the French Language Education Council be appointed to the Education Management Committee, the Business Management Committee and the Statutory Committees for the period of the suspension.

2. That conferences and conventions be deleted from the agendas of the Education Management Committee and Business Management Committee, and replaced by a quarterly report which will show expenditures to date, along with the Budget for the year.

3. That in order to reduce the amount of duplication and work presently being done by the secretariat, the following modifications be made over the next two to three months:

(a) Agendas will be pre-numbered and additional pages will be added as supplements such as 7-A, 7-B. 7 Revised, etcetera.

(b) In January, it is suggested that the duplicate distribution of agendas to Trustees be discontinued and each agenda be stamped requesting Trustees to bring it to the meeting.

(c) File folders will be provided for agendas and the agendas will be stapled in accordance with agenda items rather than as a complete package. This will enable reports to be removed from the agenda with ease, and will also facilitate the insertion of revised or additional pages.

(d) Back-up material will not be attached to the minutes and Trustees will be asked to use the agenda material as back-up for future reference.

Respectfully submitted,

JAMES RUDDLE,
Chairman.

Committee Room,
1986 11 12.

MINUTES OF THE
SPECIAL "IN-CAMERA" MEETING
OF THE BOARD OF EDUCATION

Board Room,
Education Centre,
1986 11 18.

The Board met.

Present: Ruth Van Horne (Chairman), Trustees Baskin, Bell, Clarke, Cunningham, Deans, Detwiler, Di Ianni, Frosina, Kennedy, Mulholland, Rogers, Ruddle, Vine and Webb.

Officials Present: Mr. A. J. Krever (Director of Education and Secretary) and Mrs. S. Rogers (Administrative Secretary).

The special meeting was called to order to consider the report of the Personnel Committee re the Director's Aims and Objectives.

Moved by Mrs. Bell, seconded by Mrs. Clarke: That the report of the Personnel Committee be and the same is hereby adopted.

Moved by Miss Cunningham, seconded by Canon Rogers: That this special "in-camera" meeting of the Board resolve into a Committee-of-the-Whole. Carried.

Moved by Mrs. Clarke: That Trustee Angelo Di Ianni be Chairman of the Committee-of-the-Whole. Carried.

The report of the Personnel Committee was then discussed in the Committee-of-the-Whole.

Moved by Mr. Ruddle: That the Committee-of-the-Whole now be dissolved and return to the special "in-camera" meeting of the Board. Carried.

Mrs. Van Horne then resumed the Chair.

Moved by Mr. Di Ianni, seconded by Mrs. Baskin: That the report of the Committee-of-the-Whole be and the same is hereby adopted. Carried.

The meeting then adjourned.

Adopted as presented.

.....
Chairman

REPORT OF THE PERSONNEL COMMITTEE

Present: Mrs. Ruth Van Horne (Chairman), Trustees Clarke and Mulholland.

Official Present: Mr. A. J. Krever (Director of Education and Secretary)

The Committee recommends:

GENERAL

1. That the Personnel Committee, having reviewed the accomplishments of the Director related to his objectives, submit a summary evaluation to the Board for approval.

Respectfully submitted,

Mrs. RUTH VAN HORNE,
Chairman.

Committee Room,
1986 10 28.

**ANNUAL
FINANCIAL STATEMENTS
OF
THE BOARD OF EDUCATION
FOR THE
Year Ended December 31, 1986**

AUDITORS' REPORT

To the Supporters of The Board of
Education for the City of Hamilton

We have examined the Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1986, the Revenue Fund Statement of Operations and the Capital Fund Statement of Operations for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Board as at December 31, 1986 and the results of its operations for the year then ended in accordance with the accounting principles described in note 1 to the financial statements applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

March 9, 1987.

The Board of Education for the City of Hamilton
BALANCE SHEET AS AT DECEMBER 31, 1986
(with Comparative Figures for 1985)

ASSETS

Current Assets	1986	1985
Cash and Short-term Deposits.....	\$24,660,721	\$32,731,710
Accounts Receivable		
Other School Boards	70,806	214,714
Government of Ontario	4,291,928	2,408,587
Other	388,924	522,377
Prepaid Expenses	43,382	29,436
Other Current Assets	169,065	153,898
	<u>29,624,826</u>	<u>36,060,722</u>
Capital Outlay to be Recovered		
In Future Years—Note 1(b)	5,524,153	7,527,671
	<u>\$35,148,979</u>	<u>\$43,588,393</u>

LIABILITIES

Current Liabilities	1986	1985
Accounts Payable		
Over-Requisition (Elementary)		
Note 1(d)	\$ 538,549	\$ 1,394,420
Over-Requisition (Secondary)		
Note 1(d)	40,971	854,969
Trade Payables and Accrued Liabilities	8,343,324	8,164,054
Reserve for 1986 Tax Reduction—		
Note 3		
(Elementary)		138,836
(Secondary)		5,304,417
Deferred Income	1,794,170	1,705,443
	<u>10,717,014</u>	<u>17,562,139</u>
Net Long-term Liabilities—Note 4	5,524,153	7,527,671
Reserve for Working Funds—Note 1(c)	5,000,000	5,000,000
Equity in Reserve Funds—Note 1(c)	13,907,812	13,498,583
	<u>\$35,148,979</u>	<u>\$43,588,393</u>

The Board of Education for the City of Hamilton
REVENUE FUND STATEMENT OF OPERATIONS
For the Year Ended December 31, 1986
(with Comparative Figures for 1985)

	Elementary		Secondary	
	1986	1985	1986	1985
EXPENDITURE				
Business Administration	\$ 1,266,645	\$ 1,207,198	\$ 1,378,810	\$ 1,322,025
General Administration	544,151	408,485	592,131	446,865
Computer Services	449,920	393,143	664,296	583,124
Instruction	73,887,650	67,530,812	58,297,329	48,574,918
Plant Operation and Maintenance	12,475,013	11,974,530	9,638,654	9,288,709
Transportation	2,805,002	2,349,587	343,118	252,274
Tuition Fees	25,867	12,786	509,204	50,231
Capital Expenditure (Non-Allocable)	1,708,501	2,361,551	441,744	404,923
Debt Charges — Note 5	1,035,948	1,809,718	1,465,643	2,123,559
Other Operating Expenditure	1,187,167	1,222,592	1,759,050	1,486,066
Non-operating Expenditure Excluding Transfers to Reserves	679,915	465,587	557,580	419,553
Total Expenditure	96,065,779	89,735,989	75,647,559	64,952,247

RECOVERY OF EXPENDITURE

Other School Boards—Tuition Fees & Miscellaneous	633,207	711,160	1,887,310	1,410,369
Government of Ontario—				
Miscellaneous	114,869	58,861	291,193	215,698
Government of Canada	25,967	38,267	537,699	162,625
Individuals—Tuition Fees	155,904	114,862	341,087	219,969
Other Revenue Excluding Transfers from Reserves	2,112,972	1,895,837	1,444,132	1,704,756
Total Recovery of Expenditure.....	3,042,919	2,818,987	4,501,421	3,713,417
Net Expenditure	<u>\$93,022,860</u>	<u>\$86,917,002</u>	<u>\$71,146,138</u>	<u>\$61,238,830</u>

FINANCING OF NET EXPENDITURE

Government of Ontario				
General Legislative Grants	<u>\$32,424,074</u>	<u>\$30,937,763</u>	<u>\$19,887,849</u>	<u>\$19,177,247</u>
Local Taxation				
Previous Year's Over (Under) Requisition—Note 1(d)	1,275,347	(245,735)	1,028,822	968,835
Local Taxation Raised In Current Year	59,109,838	55,950,008	44,747,480	46,135,412
Refund of Taxes for Reasons of Employees'				
Withdrawal of Services	138,836		5,304,417	
Decrease (Increase) in Reserves Other than Reserve for Refund of Taxes.....	613,314	1,808,222	218,541	1,116,722
	<u>61,137,335</u>	<u>57,512,495</u>	<u>51,299,260</u>	<u>48,220,969</u>
To be Applied to the Following Year's Taxation Reserve for Refund of Taxes—Note 3		(138,836)		(5,304,417)
Net Under (Over) Requisition—Note 1(d)	<u>(538,549)</u>	<u>(1,394,420)</u>	<u>(40,971)</u>	<u>(854,969)</u>
Total	<u>\$93,022,860</u>	<u>\$86,917,002</u>	<u>\$71,146,138</u>	<u>\$61,238,830</u>

The Board of Education for the City of Hamilton
CAPITAL FUND STATEMENT OF OPERATIONS
for the Year Ended December 31, 1986
(with comparative figures for 1985)

Capital Expenditure	1986	1985
Fixed Assets and Work in Progress		
Buildings.....	\$2,139,324	\$2,740,042
Furniture and Equipment	1,772,033	2,199,366
School Sites and Improvements to Sites	10,921	26,433
Total Capital Expenditure	<u><u>\$3,922,278</u></u>	<u><u>\$4,965,841</u></u>
Capital Financing		
Unexpended Funds at Beginning of Year		
Elementary	\$	\$ 58,154
Capital Expenditure from the		
Revenue Fund	3,922,278	4,965,841
Transfer to the Revenue Fund		(58,154)
Total Capital Financing.....	<u><u>\$3,922,278</u></u>	<u><u>\$4,965,841</u></u>

The Board of Education for the City of Hamilton**NOTES TO FINANCIAL STATEMENTS****For The Year Ended December 31, 1986****1. ACCOUNTING PRINCIPLES**

The financial statements have been prepared by the Board using accounting principles that are prescribed by the Ministry of Education and are considered appropriate for Ontario School Boards. The principles are in accordance with generally accepted accounting principles except as follows:

(a) Accrual Accounting

Revenue and expenditure are accounted for on the accrual method except that no provision is made for interest on unmatured debenture debt from the date of payment to the end of the fiscal year.

(b) Fixed Assets

Fixed assets are charged to current expenditure unless financed by long-term debt. Principal and interest charges on net long-term liabilities are included as expenditures in the period due. Fixed assets, described as capital outlay to be recovered in future years, are included on the balance sheet only to the extent of the balances of the related net long-term liabilities outstanding.

(c) Reserves and Reserve Funds

Reserves and reserve funds represent funds appropriated for general and specific purposes and are charged or credited to revenue fund operations in the year appropriated or drawn down.

(d) Under / Over Requisition of Taxes

The difference between the net expenditure of any year and the amounts received to finance these expenditures is carried forward to the subsequent year to either increase or reduce the net revenue requirement from ratepayers.

2. RETIREMENT GRATUITIES PLANS

Employees may become entitled to cash payments when they leave the employment of the Board at the age fixed for their retirement. \$2,179,775 and \$1,478,788 in retiring gratuities were paid during 1986 and 1985 respectively. An amount of \$7,277,280 is provided by way of a reserve fund.

3. RESERVE FOR 1986 TAX REDUCTION

Legislation requires that where monies raised by a school board through local taxation is not required by reason that salaries and wages of employees are not paid because of a strike or lock-out of such employees during the year, the net savings are to be placed in reserve and are to be used to reduce the requirement for local taxation in the following year.

During 1985 such a strike occurred and the board placed monies in reserve for return to ratepayers in the form of 1986 tax reductions as follows:

Elementary School Supporters.....	\$ 138,836
Secondary School Supporters	5,304,417
	<u>\$ 5,443,253</u>

4. NET LONG-TERM LIABILITIES

Of the net long-term liabilities outstanding of \$5,524,153, principal amounting to \$5,174,113 plus interest amounting to \$899,575 is payable over the next five years as follows:

	Principal	Interest	Total
1987	1,931,271	363,349	2,294,620
1988	1,321,788	245,777	1,567,565
1989	1,008,934	154,006	1,162,940
1990	594,105	91,728	685,833
1991	318,015	44,715	362,730
	<u>\$5,174,113</u>	<u>\$ 899,575</u>	<u>\$ 6,073,688</u>

5. DEBT CHARGES

The Revenue Fund expenditure for debt charges includes principal and interest payments as follows:

	Elementary	Secondary
Principal payments on long-term liabilities	\$ 798,352	\$ 1,215,501
Interest Payments on long-term liabilities	237,596	250,142
	<u>\$ 1,035,948</u>	<u>\$ 1,465,643</u>

6. CONTINGENCY

A salary arbitration hearing between the Board and the Ontario Secondary School Teachers' Federation District 8 has been held with respect to payment for withdrawal of services for the period April 30 to May 10, 1985.

Of the \$1,500,000 in dispute, \$750,000 was paid conditionally to the teachers in 1985 subject to the ruling of the arbitrator. In 1986, the arbitrator ruled in favour of the Board. Subsequently, the O.S.S.T.F. has appealed this ruling and has returned to the Board, in trust, \$750,000 previously paid to them.

At this time the outcome of the appeal is not determinable, and accordingly no provision has been made for any recovery or further liability in these financial statements.

AUDITORS' REPORT
ON THE TRUST FUNDS ADMINISTERED BY
THE BOARD OF EDUCATION
FOR THE CITY OF HAMILTON

To the Members of
The Board of Education
for the City of Hamilton

We have examined the Trust Fund Balance Sheet of the Board of Education for the City of Hamilton as at December 31, 1986 and the Statement of Trust Fund Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Trust Funds as at December 31, 1986 and the changes in their surplus for the year then ended in accordance with the accounting principle described in the note to the financial statements, applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

March 9, 1987.

The Board of Education for the City of Hamilton

TRUST FUNDS BALANCE SHEET

For the Year Ended December 31, 1986

ASSETS

Cash in Bank	\$ 6,080
Investments, at cost (market value \$66,585).....	69,851
	<u>\$75,931</u>

SURPLUS

Capital Funds	\$69,851
Unexpended Income	6,080
	<u>\$75,931</u>

STATEMENT OF TRUST FUND SURPLUS

	Capital Funds	Unexpended Income	Total
Balance, January 1, 1986.....	\$69,851	\$ 6,190	\$76,041
Revenue			
Interest Received.....		6,344	6,344
	<u>69,851</u>	<u>12,534</u>	<u>82,385</u>
Expenditures			
Awards		6,454	6,454
	<u>—</u>	<u>6,454</u>	<u>6,454</u>
Balance, December 31, 1986.....	<u>\$69,851</u>	<u>\$ 6,080</u>	<u>\$75,931</u>

Note to Financial Statements

Significant Accounting Policy

Revenue and expenditures are recorded on the cash basis.

THE BOARD OF EDUCATION FOR THE CITY OF HAMILTON

TRUST FUNDS SCHEDULE OF INVESTMENTS

As at December 31, 1986

	Dom of Can. 3 % Sept. 15 / 96	Gov't of Can. 11.5 % Dec. 15 / 93	Gov't of Can. 5 % June 1 / 88	T-D Bank 8½ % June 16/87	Total
A. D. Needle Trust Fund Award.....	\$	\$	\$	\$	\$
A. Morrell Memorial Scholarship		2,977.50		2,800.00	2,800.00
Art Scholarship	3,350.00			430.50	3,408.00
Miss Susan E. Bennetto Award			1,000.00	1,750.00	5,100.00
Buchan Medal Award	800.00			116.25	1,116.25
Sir John A. Macdonald Secondary School Award.....	1,117.00			250.00	1,050.00
Ezra E. Parkhouse Prize				1,000.00	2,117.00
Frank A. Magee Award				100.00	100.00
George R. Allan Prize				211.50	211.50
L. George Russell Award				200.00	200.00
Hamilton Draftsman's Association Prize			100.00	343.50	343.50
Hess Street School Reunion Award.....				3,750.00	3,850.00
H. H. Lowden Award.....				500.00	500.00
Ida Robb Award			100.00	1,550.00	1,550.00
Strathcona Reunion Committee Award				1,174.35	1,274.35
John McCullough Award	400.00			600.00	600.00
Sir John M. Gibson Award				50.00	450.00
James Johnson Memorial Award	600.00			1,100.00	1,100.00
Lawrence Munroe Scholarship.....				9,416.18	10,016.18
Muriel Eastman Scholarship in English			300.00	9,503.60	9,503.60
				28.87	328.87

Memorial Award	2,233.00				3,700.00	5,933.00
McIlwraith War Memorial Award					150.00	150.00
George R. Parke Award					590.00	590.00
Ruth Cole Award					594.37	594.37
Sino-Canadian Friendship Award					4,561.40	4,561.40
Thomas F. McIlwraith Award					200.00	200.00
Vern Ames Prize in Mathematics					7,202.75	7,202.75
Wm. Alexander Lees Memorial Scholarship					5,000.00	5,000.00
	<u>\$ 8,500.00</u>	<u>\$ 2,977.50</u>	<u>\$ 1,500.00</u>	<u>\$ 56,873.27</u>	<u>\$ 69,850.77</u>	
Market Value, Dec. 31, 1986	<u>\$ 5,780.00</u>	<u>\$ 3,469.61</u>	<u>\$ 1,462.50</u>	<u>\$ 56,873.27</u>	<u>\$ 66,585.38</u>	

The Board of Education for the City of Hamilton

TRUST FUNDS

SURPLUS

As at December 31, 1986

Capital

A. D. Needle Trust Fund Award.....	\$ 2,800.00
A. Morrell Memorial Scholarship	3,408.00
Art Scholarship	5,100.00
Miss Susan E. Bennetto Award	1,116.25
Buchan Medal Award	1,050.00
Sir John A. Macdonald Secondary School Award.....	2,117.00
Ezra E. Parkhouse Prize	100.00
Frank A. Magee Award	211.50
George R. Allan Prize	200.00
L. George Russell Award	343.50
Hamilton Draftsmen's Association Prize.....	3,850.00
Hess Street School Reunion Award	500.00
H. H. Lowden Award.....	1,550.00
Ida Robb Award	1,274.35
Strathcona Reunion Committee Award.....	600.00
John McCullough Award	450.00
Sir John M. Gibson Award	1,100.00
James Johnson Memorial Award	10,016.18
Lawrence Munroe Scholarship.....	9,503.60
Muriel Eastman Scholarship in English	328.87
Memorial Award	5,933.00
McIlwraith War Memorial Award	150.00
George R. Parke Award.....	590.00
Ruth Cole Award.....	594.37
Sino-Canadian Friendship Award	4,561.40
Thomas F. McIlwraith Award.....	200.00
Vern Ames Prize in Mathematics	7,202.75
Wm. Alexander Lees Memorial Scholarship.....	5,000.00
	<u>\$69,850.77</u>

The Board of Education for the City of Hamilton

TRUST FUNDS

SURPLUS

As at December 31, 1986

Unexpended Income

A. D. Needle Trust Fund Award.....	\$ 12.03
A. Morrell Memorial Scholarship	189.15
Art Scholarship	73.56
Miss Susan E. Bennetto Award	29.03
Buchan Medal Award	19.19
Sir John A. Macdonald Secondary School Award.....	24.89
Ezra E. Parkhouse Prize	1.00
Frank A. Magee Award	3.89
George R. Allan Prize	.72
L. George Russell Award	1.99
Hamilton Draftsmen's Association Prize	81.74
Hess Street School Reunion Award	156.93
H. H. Lowden Award.....	4.17
Ida Robb Award.....	42.84
Strathcona Reunion Committee Award.....	.46
John McCullough Award	27.24
Sir John M. Gibson Award	32.16
James Johnson Memorial Award	36.96
Lawrence Munroe Scholarship.....	337.08
Muriel Eastman Scholarship in English	1.69
Memorial Award	51.40
McIlwraith War Memorial Award	7.24
George R. Parke Award.....	1.07
Ruth Cole Award.....	1.08
Sino-Canadian Friendship Award	4,823.33
Thomas F. McIlwraith Award.....	19.46
Vern Ames Prize in Mathematics	89.41
Wm. Alexander Lees Memorial Scholarship.....	10.42
	\$ 6,080.13

AUDITORS' REPORT

To the Directors of
The Board of Education
for the City of Hamilton Foundation

We have examined the Balance Sheet of the Board of Education for the City of Hamilton Foundation as at December 31, 1986 and the Statement of Surplus for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the Board of Education for the City of Hamilton Foundation as at December 31, 1986 and the changes in surplus for the year then ended in accordance with the accounting principles described in the note to the financial statements, applied on a basis consistent with that of the preceding year.

PANNELL KERR MacGILLIVRAY
Chartered Accountants

March 9, 1987.

The Board of Education for the City of Hamilton Foundation

BALANCE SHEET

for the Year Ended December 31, 1986

ASSETS

Cash in Bank	\$ 1,791
Investments, at Cost and Market.....	53,355
	<u>\$55,146</u>

SURPLUS

Capital Funds	\$53,905
Unexpended Income	1,241
	<u>\$55,146</u>

STATEMENT OF SURPLUS

For the Year Ended December 31, 1986

	Capital Funds	Unexpended Income	Total
Balance, January 1, 1986.....	\$37,824	\$ 5,845	\$43,669
Revenue			
Donations	10,851	815	11,666
Interest		5,655	5,655
Transfer of Unexpended Income	5,230		5,230
	<u>53,905</u>	<u>12,315</u>	<u>66,220</u>
Expenditures			
Awards		5,844	5,844
Transfer to Capital.....		5,230	5,230
	<u>—</u>	<u>11,074</u>	<u>11,074</u>
Balance, December 31, 1986.....	<u>\$53,905</u>	<u>\$ 1,241</u>	<u>\$55,146</u>

Note to Financial Statements

Significant Accounting Policy

Revenue and expenditures are recorded on the cash basis.

The Board of Education for the City of Hamilton Foundation

ANALYSIS OF INVESTMENTS

As at December 31, 1986

	First City Trust Nov. 12 / 86 - June 8 / 87 7.75%	First City Trust June 8 / 84 - June 8 / 89 13.625%	First City Trust June 9 / 86 - June 9 / 87 8.75%	Total Investments
Andrew MacDonald Award	\$	\$ 1,005.00	\$	\$ 1,055.00
Pat Kirby Citizenship Award		1,683.20	405.00	2,088.20
Delta Staff Association Award		250.00		250.00
Dr. Harry Paikin Memorial Fund			3,925.00	3,925.00
The Dr. E. A. Hutton Fund		2,444.27		2,444.27
Elma Darlington Award		2,000.00		2,000.00
Elva Kendall Newlands Award in Literature	2,000.00			2,000.00
English Literature Award		500.00		500.00
Emily Kirby Award in Family Studies		200.00		200.00
Gladys McAndrew Memorial Fund		1,992.56	431.00	2,423.56
G. L. Cooper Award			500.00	500.00
Hamilton Place Award		100.00		100.00
Hill Park Art Award		250.00		250.00
Michael Zebroski Music Scholarship Award			2,760.00	2,760.00
Miss Laura Miller Awards in Public Speaking		8,000.00		17,000.00
Seneca School Citizenship Award	9,000.00	100.00	50.00	150.00
Royal Oak Dairy Award		800.00		800.00
Sandi Bell Award		500.00		500.00
Sharon MacKay Trust Fund		3,474.00		3,474.00
The Doris Gasse Award		500.00		500.00
The Norman E. Reid Award		2,577.00		2,577.00
The Wm. Flannigan Geography Prizes		500.00		500.00
C. Thomas Lowe Memorial Award	26.00	250.00	85.00	361.00
Bill Mastin Memorial Awards		7,046.98		7,046.98
	<u>\$11,026.00</u>	<u>\$34,173.01</u>	<u>\$8,156.00</u>	<u>\$53,355.01</u>

The Board of Education for the City of Hamilton Foundation

STATEMENT OF SURPLUS

For the Year Ended December 31, 1986

Fund	Balance Jan. 1 / 86	Donations Transfers	Interest Receipts	Disbursements	Balance Dec. 31 / 86
Capital Funds					
Andrew MacDonald Award	\$ 1,005.00	\$	\$	\$	\$ 1,005.00
Pat Kirby Citizenship Award	1,958.00	130.00			2,088.20
Delta Staff Association Award	250.00				250.00
Dr. Harry Paikin Memorial Fund	150.00	3,775.00			3,925.00
The Dr. E. E. Hutton Award	2,444.27				2,444.27
Elma Darlington Award	2,000.00				2,000.00
Elva Kendall Newlands Award in Literature		2,000.00			2,000.00
English Literature Award	500.00				500.00
Emily Kirby Award in Family Studies	200.00				200.00
Gladys McAndrew Memorial Fund	2,323.56	100.00			2,423.56
G. L. Cooper Award		500.00			500.00
Hamilton Place Award	100.00				100.00
Hill Park Art Award	250.00				250.00
Michael Zebroski Music Scholarship Award	2,760.00				2,760.00
Miss Laura Miller Awards in Public Speaking	8,000.00	9,000.00			17,000.00
Seneca School Citizenship Award	150.00				150.00
Royal Oak Dairy Award	800.00				800.00
Sandi Bell Award	500.00				500.00
Sharon MacKay Trust Fund	3,474.00				3,474.00
The Doris Gasse Award	500.00				500.00
The Norman E. Reid Award	2,577.00				2,577.00
The Wm. Flannigan Geography Prizes	500.00				500.00
C. Thomas Lowe Memorial Award	335.00	576.00			911.00
Bill Mastin Memorial Awards	7,046.98				7,046.98
	<u>\$37,824.01</u>	<u>\$16,081.00</u>			<u>\$53,905.01</u>

STATEMENT OF SURPLUS

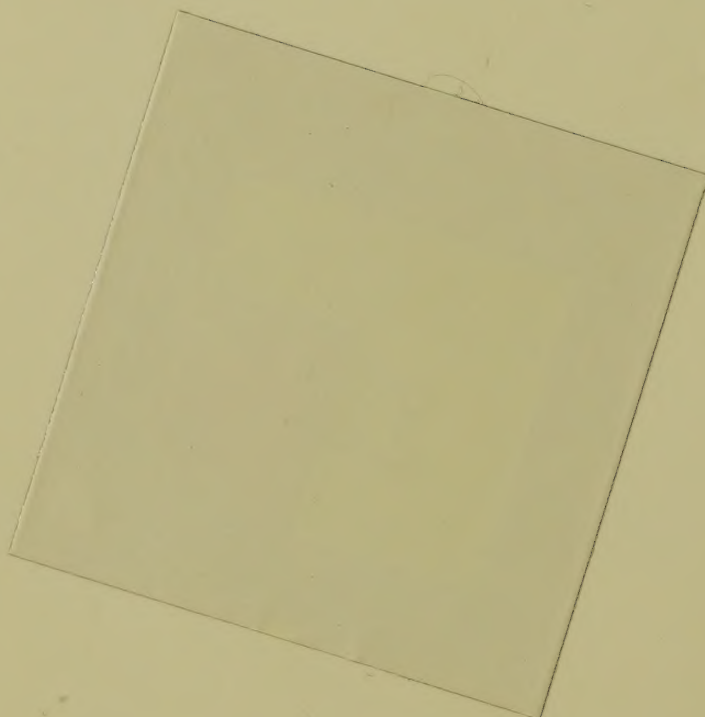
For the Year Ended December 31, 1986

Fund	Balance Jan. 1 / 86	Donations Loans	Interest Receipts	Disbursements	Balance Dec. 31 / 86
Unexpected Income					
Andrew MacDonald Award	\$ 1.46	\$	\$ 141.80	\$ 100.00	\$ 43.26
Pat Kirby Citizenship Award	25.40		249.61	266.42	8.59
Delta Staff Association Award	2.06		34.17	36.00	.23
Dr. Harry Paikin Memorial Fund			134.26		134.26
C.G.A. Association Award		50.00		50.00	
The Dr. E. A. Hutton Award	101.47		345.87	400.00	47.34
Elma Darlington Award	6.14		287.01	286.00	7.15
Elva Kendall Newlands Award in Literature			45.13		45.13
English Literature Award	2.19		68.78	70.00	.97
Emily Kirby Award in Family Studies	.02		27.27	27.00	.29
Gladys McAndrew Memorial Fund	5.52		297.58	300.00	3.10
G. L. Cooper Award		50.00	20.00	50.00	20.00
The Hamilton Foundation Bursary	341.49	600.00	10.06	951.00	.55
Hamilton Place Award	.34		14.07	13.00	1.41
Hill Park Art Award	38.82		37.90	37.94	38.78
Michael Zebroski Music Scholarship Award	39.78		253.93	200.00	84.71
Miss Laura Miller Awards in Public Speaking	4,404.79		1,436.16	5,785.00	55.95
Seneca School Citizenship Foundation Award	7.92		19.44	12.73	14.63
Royal Oak Dairy Award	7.99		111.88	100.00	19.87
Sandi Bell Award	8.55		72.54		81.09
Sharon MacKay Trust Fund	110.57		485.35	500.00	95.92
The Doris Gasse Award	.33		68.14	68.00	.47
The Norman E. Reid Award	40.95		361.06	392.00	10.01
The Wm. Flannigan Geography Prize	2.48		70.02	70.00	2.50
C. Thomas Lowe Memorial Award	4.45	114.53	40.09	158.51	.56
Bill Mastin Memorial Awards	701.34		1,022.99	1,200.00	524.33
	<u>\$ 5,845.06</u>	<u>\$ 814.53</u>	<u>\$ 5,655.11</u>	<u>\$11,073.60</u>	<u>\$ 1,241.10</u>
	<u>\$43,669.07</u>	<u>\$16,895.53</u>	<u>\$ 5,655.11</u>	<u>\$11,073.60</u>	<u>\$55,146.11</u>

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